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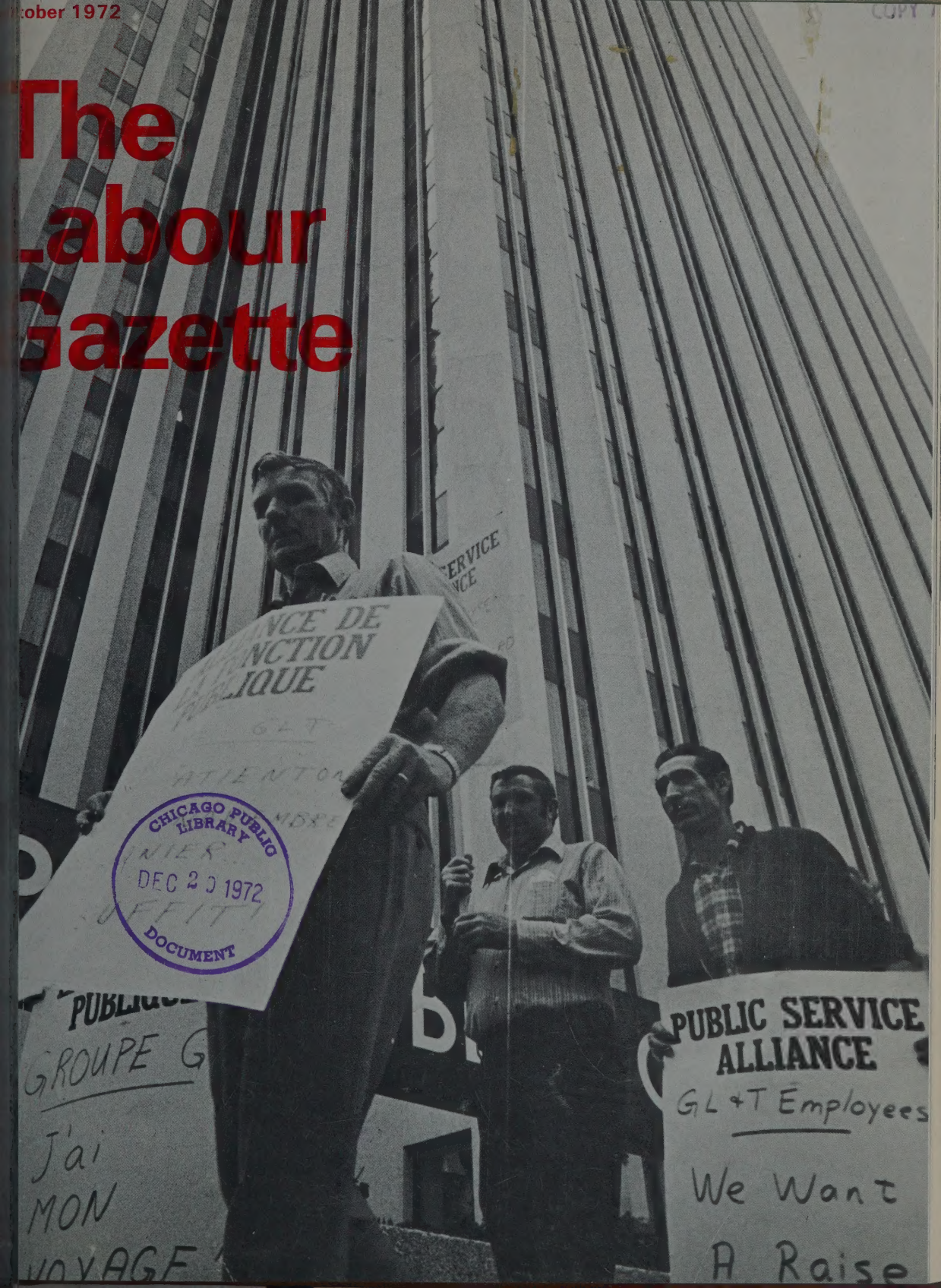
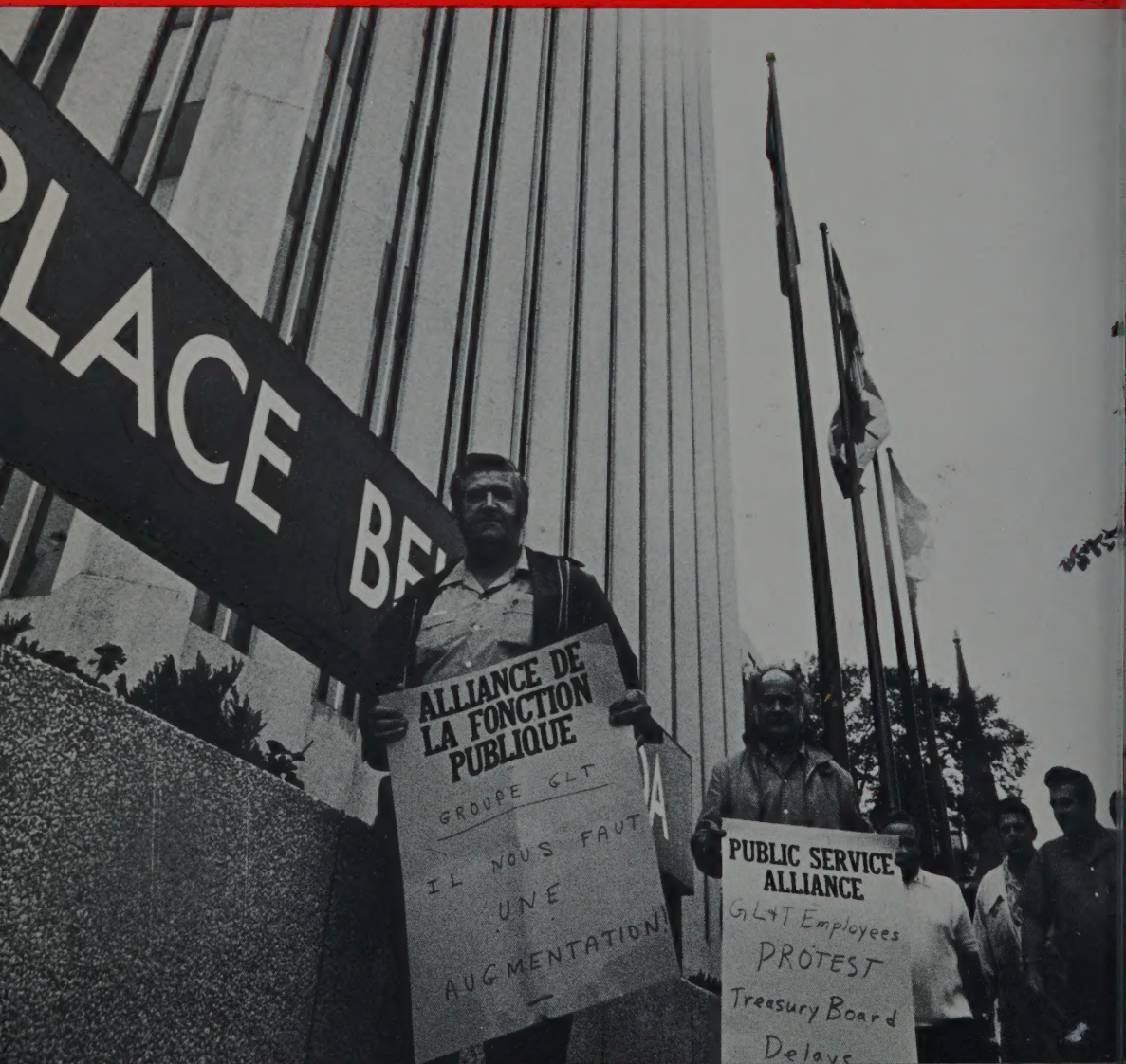
The Labour Gazette



The proportion of the nation's resources used to fill corporate needs has increased rapidly since the end of World War II. With government, at all levels, continuing to absorb more and more of the social costs of production, such as medicare, pensions and insurance, corporations can successfully defend their profits. The result is private benefit—at public cost. See: The Fiscal Crisis, Part I of The Fiscal Crisis and the Revolt of the Public Employee, by Richard Deaton, p. 512.



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News briefs

■ **More than $43 million have been awarded si 1963 under the United States Equal Pay Act to 104, workers, mostly women,** who charged employers for paying equal wages for work of equal value. awards, made up of back pay and court costs, repre only a small amount of all money paid out by emp ers as 95 per cent of all equal pay cases are settled ou court, and not recorded by the Labor Department.

These estimates were compiled for the U.S. Gov ment by Ronald L. Oaxaca, an assistant professo economics at the University of Western Ontario, fro recent study done on sex discrimination in the Bell tem. He had earlier devised a formula that sugge sex discrimination accounts for as little as 52 per and as much as 78 per cent of the male-female w differential. In the United States, working men rece an average salary of $9,918 in 1970 while wo earned an average wage of $5,675. In 1970, U.S. wo workers earned a total of $67 billion less than r workers. By Oaxaca's formula, the difference in earnings because of sex discrimination may amou as high as $51.9 billion and as low as $34.8 billion.

Oaxaca's statistics showed also that black women, group, are subjected to an even higher rate of sex d mination in work pay. The figures indicate, he said, women are not only underpaid for work equal to th men but they are also denied access to many hi paying jobs.

■ **Forthcoming increases in federal minimum levels have been announced in both Canada and United States.** Effective November 1, 1972, the imum wage for workers over 16 years of age in panies under Canadian federal jurisdiction will ris cents an hour to $1.90. The minimum wage for wo 16 years or under will also be raised 15 cents to $1. hour. Announcement of the increase followed Ca approval of the move.

In the United States, the Senate endorsed a bill would raise the hourly minimum wage to $2.20 $1.60. After rejecting a proposal by President Nixo a $2.00 minimum, the Senate voted 65 to 27 fo higher minimum wage level.

■ "Separate but united" might be the best way to de- be Italy's three large labour confederations: C.G.I.L. cial-communist confederation), C.I.S.L. (catholic federation), U.I.L. (social democrat and republican federation). This was the comment of Father Vir- o Levi, co-director of the Vatican's official publica- **l'Osservatore Romano,** as he passed through Ot- a on a fact-finding trip across Canada.

he three confederations have been examining the pos- ility of a merger for ten years. Each time a union is minent, though, one confederation or another recon- ers the implications of complete fusion and ma- euvres to guard its independence. The C.I.S.L. and U.I.L., in particular, wonder whether the advan- es gained from a united labour front justify the risk admitting the communist C.G.I.L. as an ally. They r it would be like bringing a Trojan horse into their dst."

-operative management of factories seems only a dis- nt possibility, notably in the case of Fiat where there s been talk of doing away with assembly lines and inging in "a new way to construct an automobile." cording to Father Levi, the slow evolution of Fiat anagement's attitudes is preventing joint labour-man- ement discussions on this point and others concerning e industry.

nemployment in Italy is only "psychological," accord- g to Father Levi. It is just sufficient to allow some rota- n of personnel and some movement of workers to the terior and to other countries.

Israeli workers will soon receive considerable wage creases, thanks to a two-year, country-wide wage reement recently signed by the Israeli Federation of abour, Histadrut, and employers for the period 1972 d 1973. Under the agreement, all Israeli workers will ceive a cost of living allowance of 8 per cent of the ba- wages, retroactive to January 1, 1972. The allow- nce topped past increases in prices, and will compen- te for price rises expected in 1972 and 1973. In ddition, the allowance is not subject to taxes. The greement provides also for an average 6 per cent wage crease in two annual instalments and the introduction f a minimum monthly wage of 425 Israeli pounds bout $106), thus considerably raising the living stan- ards of the lowest-paid unskilled workers and bringing omen's pay to a level equal with that of men.

■ **Women workers are making progress in attaining wage parity with men,** according to data compiled by the Department of National Revenue. A department sampling of between 4,500 and 6,500 taxpayers at varying income levels who have submitted income tax returns shows that women's salaries have increased an average of 46.9 per cent over the past five years while men's salaries have shown an average increase of 36.4 per cent.

The new 1970 figures show that women's salary increases have gone up 2 per cent over 1969 levels, while men's salary increases are down 2 per cent. If the present trend were to continue, women might reach wage parity with men by the year 1977. Wage equality is likely more distant, however, as the latest figures show male salary increases falling—a trend that is unlikely to continue.

50 years ago

■ **After a year's investigation of "Work Periods Continuous Industries," a committee of the Federa American Engineering Societies reported on the pass of the twelve-hour day.** The committee stated that th were few continuous industries that did not have so twelve-hour plants, but of some forty or fifty continu industries a number operated almost entirely on th shifts, although the majority were partly on two sh and partly on three shifts, with three-shift operation the majority. There were a half dozen industries which the two-shift operation was so nearly univer that it was difficult to find an exception. Outside steel industry the total number of employees on eig hour shifts was considerably larger than the total nu ber of employees on twelve-hour shifts. Taking i consideration all continuous industries, between o half and two-thirds of all workers on continuous op ation were on shifts averaging twelve hours.

In its conclusions the committee stated that there w 300,000 wage earners in the United States working twelve-hour shifts who, with their families, numbe more than one million persons. No technical difficul had been encountered by the great majority of pla that had changed from a two- to three-shift operati The seeming disadvantage of having three men inste of two responsible for a given product, process or equ

at was overcome by standardization and by using cision instruments. The effect of the eight-hour, as pared with the twelve-hour shift operation, on the ntity and quality of production, absenteeism and in- trial accidents had been satisfactory when there had n good management and the co-operation of labour. omparison of wage rates showed a general tendency ncrease the rate per hour under the eight-hour shift hat daily earnings would be the same as they were ore the change.

e report stated that in 1919 the United States Steel poration employed approximately 70,000 twelve- r employees. Altogether, there were some 150,000 ge earners in the entire steel industry on twelve-hour ts. The twelve-hour day was strongly established by tom in the iron and steel industry, but progress had n in the direction of a shorter day as well as in a re- tion of the proportion of men on duty seven days a k. The investigators were assured by blast furnace rators on more than one occasion that the cost of ducing pig iron was less on the eight-hour than on twelve-hour day.

analysis of the practice in vogue in the various con- uous process industries showed that the three-shift n prevailed in the non-ferrous metal industries, flour lls, petroleum works, and cereal food factories. The jority of plants were also on a three-shift basis in the ss industry, in paper factories, drug factories and wa- works. The following industries had twelve-hour ifts: cotton seed crushing, cane sugar mills except se of the American Sugar Refining Company, beet gar factories, cement, lime and fertilizer works (acid nt employees), and most explosive, industrial alcohol d soap plants.

e general conclusions of the committee were that the ndency throughout the world was toward the aboli- n of the twelve-hour shift, and in almost every con- uous industry, plants operating on an eight-hour-shift sis were in competition with twelve-hour-shift plants. In a number of plants, where the change had been made with success, management reported better physical and mental condition of workmen; improvement in class of workmen; less shirking, tardiness, absenteeism, labour turnover and industrial accidents; improved spirit and co-operation of workmen; more exact adherence to instructions on working methods; more uniform methods with consequent attainments of standards; better quality of product; increased output per man per hour; less material used; less waste; longer equipment life with fewer repairs; and greater prestige with the public.

■ **A legal decision affecting the right to compensation of a workman injured in a foreign country** was taken in the Québec court case of Bonneau versus Live Fish Company, Limited.

A sailor whose home was in Québec was employed on a barge belonging to a company that had its headquarters in the province of Québec. The vessel was engaged in exporting fish from Québec to New York state. While the barge was being moved to a wharf in that state, the sailor got caught in the coils of a mooring cable that was released so quickly that it cut off his foot. He brought an action against his employer in the Superior Court of Québec under the Workmen's Compensation Act, claiming $1,623.36 compensation for permanent partial incapacity, wages for a period of total incapacity, and expenses. The employer opposed this claim on the ground that the accident had taken place in the state of New York and the plaintiff had no legal recourse under the Workmen's Compensation law. The court disagreed with the employer. In the case of an industrial accident, the court declared, the law of the place of origin prevails when a workman performs his work in a foreign country. It is necessary that a ship resort to a single legislative authority, and it is agreed in international law that, because of the theory of extra territoriality, a vessel and its crew, at least with regard to their civil rights, remain subject to the laws of the country where the vessel is registered. For these reasons the court sided with the plaintiff and awarded him the sum of $2,051.85 with interest and costs.

■ **Some twenty delegates attended a convention of the Amputations' Association of the Great War,** held at Vancouver on September 21, 22 and 23. They represented more than 2,000 veterans throughout Canada, each of whom had lost one or more limbs, or had suffered a total loss of eyesight. Among those who addressed the convention were Brigadier General J. A.

Clark, MP, Brigadier General A. D. McRae and W. H. McInnes of the Civil Service Commission of British Columbia.

In his address, the president, Rev. G. E. Lambert of Toronto, stated that the greatest problem before the association was unemployment. In the winter of 1921, about 164 amputation cases were unemployed in Toronto, 44 in Vancouver, 31 in Winnipeg, 25 in Victoria, 12 in Hamilton, and 5 in Regina, as well as others scattered throughout the country, making an estimated total of 325, or about 10 per cent of the total cases. As a result of correspondence with the Civil Service Commission, the association was receiving notices of vacant portmasterships throughout the country.

Two resolutions were passed dealing with the unemployment situation. It was decided to petition the federal and provincial governments to the effect "that in every office in their control where over ten men are employed, regulations be so made that a certain percentage of their staff shall be men suffering from 40 per cent or over war disability, with particular reference to amputation cases, and that this regulation be made to apply to all firms who receive state contracts." The other resolution urged the Government to appoint an amputation case to the Civil Service Commission.

The convention requested that the federal Government reorganize and enlarge the entire system known as Vetcraft shops to provide for the re-establishment of disabled men along the lines suggested in the report of the federal parliamentary committee on pensions, and eventually put control of this scheme into the hands of disabled soldiers' organizations; also, that the Government grant sufficient capital to enable men who had amputations to engage in business, and that the interest accruing to the Canadian Patriotic Fund be used for this purpose. It was recommended that the federal Government appropriate one half of the remaining balance of canteen funds to establish workshops for handicapped ex-soldiers in all the large cities of Canada, and that the Government should be requested to supplement the amount available by subsidizing these workshops until they were able to carry on as private enterprises.

It was decided to request the federal Government to maintain small artificial limb repair shops at Hamilton and at points on the Prairies. Another resolution asked that there be a reorganization of the Orthopaedic and Surgical Appliances Branch of the Soldiers' Civil Re-establishment Department, and suggested that, wherever possible, the work of administration be conducted by amputees.

The convention resolved to petition the federal Go ment to formulate a housing scheme to be adminis by the Soldiers' Settlement Board and to apply t abled soldiers.

■ **A report was received from the Board of Con tion and Investigation** of the differences betwee Père Marquette Railway Company and certain employees in Canada. The Board found itself in a liar position at the outset because of the internat circumstances of the dispute. The railway was an A ican corporation, with the greater part of its mi and the greater proportion of its employees i United States. The employees in Canada had by p ence attached themselves to the Railway Associa Division No. 2, which was altogether under the co of the U.S. organization, rather than with the Cana labour organization known as Division No. 4. The way contended that the Canadian employees on it tem were parties to the wages and working cond references of the United States Labor Board, and represented officially in the prosecution of their when the proposed readjustment of wages was considered by the U.S. Labor Board.

The employees contended that the railway had itse jected to the jurisdiction of the U.S. Labor Boa grievances of Canadian employees submitted t U.S. Labor Board for adjudication. They stated that, although their labour organization did repr both U.S. and Canadian employees, the Cana could not possibly be considered parties to the wag erences of the U.S. Labor Board, as the Board ha ready affirmed that it had no jurisdiction when it to individual Canadian grievances.

The Board of Conciliation recommended that a ra wages mutually agreed upon between the railway its employees be paid, and that, in the event that was no agreement, the wages were then to revert t standard fixed by the U.S. Labor Board. If the should happen to increase the rate of wages, th crease was to apply automatically to the Canadian ployees of the railway. And, if the Board could not sider the grievances of clerks, the company and employees had to agree to an impartial tribunal. parties expressed their willingness to accept the fin of the Board of Conciliation.

'ublic sector
)argaining
n Québec

creased responsibility on the part of negotiating par-
es is essential to prevent the collapse of collective bar-
ining in Québec's public sector. Presenting a paper to
e Canadian Industrial Relations Research Institute's
nth annual meeting in June, Prof. Jean Boivin of La-
al University said that, although no "profound trans-
rmations" were needed in Québec bargaining struc-
ures, "negotiation will not work if the parties that
volve within that framework do not take their respon-
bilities and do not respect the rules of the game."

oivin, speaking on the subject "Public Sector Bargain-
g in the Province of Québec," said of the recent strike
n Québec's public service that "the Common Front's
bjectives of changing the whole political system" were
ever explained to the populace until after Bill 19 had
een passed, forcing striking public employees back to
ork. The political aspect of the Common Front's ac-
ion was downplayed until general support of union
nembership had been mustered for the $100 a week de-
nand, according to Boivin. He thinks that the general
nion membership did not support these political goals,
aying, "In general, union rank and file is supposed to
e less radical than the leadership, but in Québec the
ap between the two has reached a magnitude greater
han anywhere else in North America.

"By keeping the debate within the confines of traditional economic objectives," he stated, "the leadership could mobilize the rank and file for two targets at the same time. This is probably the reason why the Common Front leaders took so much time to reveal their real political intentions, though they have been obvious from union leaders' declarations for the last few years."

In conclusion, Boivin made two proposals to improve government-union relations. First, a more rigorous definition of essential services must be made (using the federal civil service as a point of reference). Second, a different timetable for negotiations is needed, one that would make it mandatory for parties to present their demands and offers two months before the contract expires; and negotiations should, in future, be terminated before adoption of the provincial budget.

In answer to a question, Boivin pointed out that he notes a distinction between radicalism and nationalism in the unions. Although the newly formed Congress of Democratic Trade Unions (Centrale du Syndicat Democratique) seems less radical in its demands than the CNTU, he says, there is evidence that the CSD supports Québec nationalism to almost the same degree as does the CNTU.

Prof. Gérard Hébert of the University of Montreal, also speaking on the recent Québec public service strike, said that collective bargaining may be destroyed if the present structure is not changed. The "spontaneous and mandatory" widening of the bargaining unit, included in Bills 25 and 46, brought politicization and radicalization, including the use of civil disobedience and intimidation, to Québec's public sector. These developments, he maintained, may stifle collective bargaining as well as endanger arbitration if the Government is increasingly faced with union demands that it is unable to meet.

Hébert went on to question the future course of Québec unionism. If it is to follow the European path of political action, he said, then present union privileges such as security clauses and checkoff should be re-examined and perhaps suspended. Postulating on trade union development in Québec, Hébert noted that public servants in Québec may leave the CNTU if its policies fail to please them. This would be a terrible blow for an organization that has already lost 50,000 members, he said.

The fiscal crisi and the public employe Part 1

by Richard Deaton

The expansion of the public or "state" sector of the economy in recent years has been accompanied by dramatic and sweeping advances in unionization. Despite this, little attention has been focused on why the public sector of the economy developed, what function the public sector fulfils and, most important, what role the public employee plays in the economy.

An analysis and understanding of the structure, growth, and development of the public sector and its interrelationship with the industrial sector and fiscal system is of key importance; in the long run, these relationships will have pivotal, and increasing, importance in the lective bargaining and wage determination proces public employees.

Why a public sector?

The growth and expansion of the public sector and ernment expenditures in Canada serve a number of ferent, although related economic and political e directly or indirectly serving corporate interests. **major determinants of all levels of government expe tures stem from the general and specific interests o corporate community** as a whole or of specific in tries. The Economic Council of Canada has said, '

for encouragement of profitable business activity and opportunities, to meet the social overhead costs of private profit-making production, and to "socialize"—that is, to shift to the public sector the private costs and risks of production, thereby protecting and expanding profits. **The public sector of the economy has developed in such a way as to directly or indirectly support and meet corporate needs so that there are public costs and private benefits of production in the private profit-making corporate sector.**

The public sector—and government budgets—continuously expand as a result of the increasingly complex, interdependent and interrelated nature of economic production, demanding increased public services that can be funded only through government. Thus, the steady expansion of the state budget, expenditures and economic activities is a result of the increasing expenditure requirements of the corporate sector of the economy.

"The history of the industrialized economies," notes economist B. J. McCormick, "records the attempts . . . of state intervention to provide a framework for stability and growth." In North America and Canada this means, by definition, providing a "framework for stability and growth" for the private corporate sector of the economy by meeting its needs to expand production and profits.

The development of the public sector provides the framework for the stability and growth of the corporate sector by absorbing the costs of social overhead and by making public or "socializing" the costs of maintaining the technical infrastructure—such as railroads, highways, schools, universities, hydro-electric power and hospitals. **The most expensive needs of corporations are research, development of new products and production processes, and above all, provision for the health, training and retraining requirements of the labour force. No one corporation or industry can afford to educate and train, and to maintain the health of its labour force, or to channel profits into the necessary amount of research and development.**

The various levels of government engage in "complementary investment"—that is, investment that will stimulate private investment (and therefore profits) or aid the corporate sector. Such direct government investment to aid the private sector takes the form of such fa-

y emphasis and ideological factors play an important le in . . . government expenditure patterns." Further- ore, the level of public expenditures, according to ublic finance expert R. M. Bird is, "the result of an in- rlocking series of decisions and actions, past and resent . . . (and) are made by those who play the roles 'politicians'" and the interests they represent.

he origins and development of the public sector are oted in the past. Historically, the public sector in Can- la evolved to complement and meet the needs of the rivate profit-making sector of the economy—to build e necessary technical infrastructure (support ser- ces) for the corporate sector, to generate investment

cilities as harbours, highways into depressed a
Crown corporations, regional expansion programs,
airports. As one mayor of a major Ontario municip
put it, "this (City) council has a responsibility to pro
facilities ... that aid the further development of c
merce and business."

The various levels of government absorb the social c
of production and minimize the risks of private pro
tion. In his special study on the government's and
vate sector's role in economic life, George Steiner p
out that one of the most important functions of gov
ment is the "socialization of risk"—that is, the assu
tion by government, rather than by individuals, of
risks associated with operation of the economic sys
Through the public sector, government absorbs the
cial costs of production by providing for pollution
trol, sanitation services, medicare, unemployment in
ance, and the Canada Pension Plan, for example.
private risks of production are absorbed socially—
is, at public expense—through devices like governm
subsidies, grants, fast write-off depreciation allowa
"forgivable loans," and the underwriting of consu
credit and corporate research and development.

The needs of corporate interests are thus fulf
through the public sector by having the direct or i
rect costs of private production shifted to governm
budgets—to tax-paying workers as a whole. There
there is a public cost and a private benefit, which is
corporations have successfully defended their profits

Growth of the public sector

In Canadian economic history, Government has pla
a major role in guiding and stimulating economic de
opment. The relationship and dynamics between
state and the interests it represents is an involved
complex subject. It must be realized that there is in
action and overlapping of economic and social inte
between national, regional and local capital. Each
of government operates within its particular limitat
to achieve its own objectives. This overlapping of
nomic and social interests is best understood when
realized that **there are conflicts between the long-
interests of the business community as a whole and
short-term interests of its particular segments. W
this framework, Canadian governments have seen th
selves as partners with business.** Historian Ken
McNaught writes that, "The duty of government, in
eyes of most businessmen, was to step in to provi

...ate and facilities favourable to investment wherever ...ate capital either failed or was unwilling to do the ...b." In Canada, the state has been used by a weak ...siness class to undertake and protect economic activi...s that this group could not initiate and sustain by it...f. Therefore, in the last analysis, "the creation of a ...tional economy," economic historian H. G. Aitken ...d say, "was as much a political as an economic ...hievement."

...e of the key functions of the state, according to econ...ist H. Patton, is to "take upon itself the function of ...mpensating for the inadequancies of the private econ...y by such activities of its own . . ." Both in historical ...d contemporary terms, "compensating for the inade...acies of the private economy," in fact, complements ...e needs of the corporate sector by providing the tech...al infrastructure (support services) for the corpo...e sector, lowering costs for corporations by absorbing ...ial overhead costs, and socializing the costs and risks ...the private sector. The growth of the public sector has ...en a necessity for the expansion of the private profit-...king sector because it compensated for the inade...acies of the private economy. **Further growth of the ...blic sector will be necessary to meet corporate needs, ...d it will be paid for by workers through the taxation ...d budgetary mechanisms.**

...storically, Canadian governments at various levels ...ve served corporate interests through a variety of ...ans. They have made land grants and allowed free ...mesteading, and aided the building of a national rail...y system by borrowing abroad and lending credit ...rough guarantee. Tariff-protected industrialization ...s a systematic attempt to develop the corporate sec...r. "The assertion that the State," Aitken writes, "in the ...rm of the federal Government was merely acting as ...e agent . . . of private economic interests—the sale of ...e Hudson's Bay Company lands, and the chartering ...a Pacific railroad—could probably be supported."

...he provincial governments laid the infrastructure to ...pport the corporate sector by heavy investments in ...ucation, highways, and the nationalization of hydro...ectric power. For example, in Ontario within two dec...es, many key sectors of the infrastructure were estab...shed nearly simultaneously. Between 1900 and 1925, ...ydro-electric power was provincialized, important con...ssions by the provincial Government were made to ...rporations like Inco, and highways were built into the ...ining regions of the northern interior. Thus, under ...ate guidance, the infrastructure was laid that was nec...sary for a modernized economy.

More recently, by sharing the overlapping fiscal responsibilities to national, regional, and local capital, both the federal and provincial governments have aided the corporate sector by making heavy investments in people through manpower retraining, health and welfare services, worker mobility, research and development, and exploration for natural resource development. And where private industry has been too timid to risk its own money, the federal and provincial governments have created Crown corporations in key areas of the economy.

The pattern of government expenditures in the public sector has also served to further reinforce the "metropolis-hinterland" relationship between the U.S. and Canada. Especially at the provincial level, the pattern of government expenditures has systematically balkanized the Canadian economy by rationalizing the development and exploitation of key sectors of the economy.

A brief analysis of key areas of the economy will show how the government at various levels, through the development of the public sector, has served corporate interests.

Railroads and airlines

From the early 1850s, building and operating railways was a major concern of Canadian businessmen. A number of Fathers of Confederation were solicitors for railways and attached a great deal of importance to their construction. Through transcontinental railway construction, the federal Government took a prominent part in developing the corporate economy between 1867 and 1914. The Railway Act of 1881 called for a subsidy of $25 million and 25 million acres to business interests, and it also provided the necessary transportation network and linkages to markets. The east-west linkages, it was hoped, would protect the interests of Canadian businessmen by preventing American corporate penetration and competition.

The railway lobby at the turn of the century was so powerful that Canada was not a country with a railway but a railway with a country. One politician of this period openly proclaimed, "Railroads are my politics." Sir Thomas White, minister of finance in 1917, put the case in the House: "the large financial assistance which we

have been granting to these companies ... is against public policy while the ownership of these roads is in private hands ... If the public does the financing, the public should enjoy the reward."

The Canadian National, created in 1923 through mergers of bankrupt trunk lines, was publicly owned, not by design but by necessity. Much of the vigour of the economy in the 1920s would have been inhibited had not the Government rationalized railway transportation.

The following table indicates that the corporate community is the prime user of rail services.

Railway Operating Revenue, 1969

Sources of Railway Operating Revenue	Per cent of Total Revenue
Freight service	85.0
Passenger service	6.8
Other	8.1

Source: Railway Transport Financial Statistics, 1969. Statistics Canada, 1970. Table 1.

More recently the 1951 MacPherson Royal Commission report was blunt on the economics of the privately owned CPR: "To the extent that ... rail passenger services (are) operating at a loss ... it shall be the responsibility of the nation to bear that loss." Jean Marchand, then president of the CNTU, warned that "transportation policy ... must be linked to the common good and not to the profitability of private enterprise."

Airlines, too, primarily serve corporate interests at public expense. Trans Canada Airlines, the precursor to Air Canada, was formed under state sponsorship because the necessary capital couldn't be mobilized in the private sector for this risky venture. According to **The Financial Analyst Journal** (Oct. 1966), nearly 75 per cent of all airline passengers are businessmen. As v railroads, airlines receive heavy government subsi in the form of public airports, navigation aids, me ological services and, in part, government operat Airlines have afforded big business a speedy form transportation in its relentless search for fun and pro

Hydro-electric power

The provincial governments laid the groundwork for expansion of a modernized economy by nationalizing dro-electric power. An integrated, nationalized and ordinated energy grid is a prerequisite for ind trialization undertaken by the private sector. In words of economist Ian Drummond, "private busine have benefited handsomely from cheap power ..." dro-electric power is the keystone of industry and ind trial expansion. It is fundamental to economic exp sion because all other industries depend upon it. general planning, co-ordination of services and eq ization of rates was a necessity for continued indus and economic expansion and could be accomplis only through the nationalization of a large part of privately owned sector of the electric industry in the terests of the business community as a whole.

The following table reveals who is the primary sumer of electric power.

Electric Utilities in Canada, Public and Private 19

Electric Energy Consumed by Sector	Per cent of Total Electric Energy Consumed		Per cent of Revenue fro Total Electric Energy Sales Revenue	
Industry, as ultimate consumer	42		31.2	
Industry with generating facilities	13	70	5.5	
Commercial	15		23.1	
Domestic	27		37.1	
Street Lighting	1		2.3	
Exported	3		.8	

Source: "Disposal of Electric Energy, 1969," Electric Utilities, 1969, S tics Canada, 1970.

Although industry consumes 70 per cent of the total dro-electric power generated, it accounts for only 60 cent of the revenue from energy sales. The dom consumption of electricity accounts for 27 per cent, provides for a little over 37 per cent of the revenue. spite utility rates having been established on the bas elasticities of demand for domestic and industrial sumption, as well as peakload pricing patterns, wh

ggested is that the public—workers—have absorbed or cialized" a private cost of production for the private tor. In the broadest sense, industry has used the nalized electrical utilities industry and had it admin- rated so that there is a public expenditure and a pri- te benefit in the form of support services and lower es.

ducation

e education industry fulfils two functions: an increas- gly refined training and selection mechanism for the bour force to meet the needs of industry, and a mecha- sm to instil in young students (future young workers) e norms and values of our corporate society.

e primary social function of the educational system is perpetuate, extend and reinforce what has been rmed an "ethico-cultural hegemony." This ethico-cul- ral hegemony is the ideological cement of society. Ac- rding to Professor Gwyn Williams, hegemony is: "a cio-political situation . . . in which the philosophy and actice of a society fuse or are in equilibrium; an order which a certain way of life and thought is dominant . (and) is diffused throughout society in all its institu- onal (forms) . . . with its . . . taste, morality, customs, ligous and political principles, and all social relations . An element of direction and control, not necessarily nscious, is implied."

o one industry or corporation can afford to train its wn labour force when there is no guarantee that the investments" will not seek employment in other areas. he cost of losing trained manpower is especially high those industries that employ technical workers with kills specific to a particular industrial process.

hus, the costs of education and the maintenance of the ducational system have been shifted to wage earners rough the tax system. Free public education socialized ne costs of educational training and created a labour orce that could use new technology. "In order to cope ith rapid technological change," economist B. A. cFarlane states, "western societies have had to raise he level of education and skills of the population." niversities are no longer merely producers of knowl-

edge, but are also producers of technical research and trained labour. The social sciences developed, according to business historian Loren Baritz, because "management came to believe in the importance of understanding human behavior because it became convinced that this was one way of improving its . . . profit margin."

In general, the basic economic function of the education industry is to meet the manpower requirements of private profit-making industry. By supplying educated and trained workers, the educational system complements the needs of corporate production—hence the term, "in-

dustrial-education complex." A quick look at the types of degrees taken in post-secondary education substantiates the claim that the primary purpose of education is to supply the needs of the private sector of the economy.

Courses of Post-Secondary School Students, 1968-69

Type of Program	Per cent of Total Enrollment in Post-Secondary Schools	
Engineering and Architecture	7.2	
Science	14.5	
Commerce	5.1	43.6
Law	1.3	
Technical and Vocational (Community College and C.E.G.E.P.'s)	15.5	
Liberal Arts	30.4	
Education and Teacher Training	12.1	
Health Fields (Medicine, dentistry)	9.4	
Other	4.5	
Total	100.0	

Source: Calculated from Post-Secondary School Student Population Survey, 1968-69, Statistics Canada, 1970, pp. 119-21.

Nearly 44 per cent of all post-secondary school students are trained to meet the needs of industry, broadly defined. This is even more apparent for community colleges and CEGEPs. The Economic Council of Canada has said that community colleges "can ... best be described as multipurpose institutions making ... education more readily applicable to manpower needs ..."

Field of Specialization of Community College Graduates, 1969

Field of Specialization	Per cent of Graduates in Field of Specialization as a Per cent of Total	
Technologies and Vocational Programs	60	
Business and Commercial	12	72
Applied Arts	6	
University Transfer Programs	22	
Total	100	

Source: Canadian Community Colleges and Related Institutions, 1969-70, Statistics Canada, Table 4.

With respect to community colleges, the figures sp graphically for themselves: 72 per cent of all com nity college graduates are trained for the industrial bour market.

The educational system plays a key role also in abs ing surplus manpower, especially in the 18 to 24-y old range. As can be seen in the following table, ne a quarter of those people in the 18 to 24 category might otherwise be out on the labour market have b removed from it and absorbed into the educational tem. In a mature economy, the education industry fils a dual function by being one of the primary emp ment- and income-generating sectors of the economy well as absorbing surplus manpower.

Post-Secondary Enrollment as a Percentage of th 18 to 24-Year-Old Population, Canada

	Canada	
	Post-Secondary	Universit
1955-56	6	5
1960-61	9	7
1965-66	13	11
1970-71	20	16
1975-76	24	20

Source: 4th Annual Review of The Economic Council of Canada, 1967, p. 69.

Thus, the education industry is big business whose mary purpose is to educate and train the labour fo Education that is a cost of production has been shi from corporations, through the tax system, to work **Working-class families subsidize the cost of higher cation for middle- and upper-class families. The "in trial-education complex" reinforces itself.** What be community of interests could there be?

Highways and transportation links

A highly developed transportation system is a prerec ite for a mature economy. A transportation system l resource, product and labour markets together, re ing in what is termed the "nationalization of the ma place," thereby enabling corporations to achieve c mal economies of scale.

Highway expenditures complement private investm in manufacturing and distribution facilities, encou new private investments, link up the major metro

n centres, facilitate the mobility of labour, and pro-de a kind of social consumption—goods and services onsumed in common. Outlays on other forms of trans-ort—communications, water supplies, pipelines, utili-es—also simultaneously provide inputs to private in-ustry and services to workers.

The most important provincial investments serving the nterests of specific industries are highway expenditures. Domestic economic growth since World War II has een led, in part, by suburban residential construction, which requires an enormous network of complementary highways, roads, and ancillary facilities. Rejecting both mass public transportation and toll highways, the state has socialized intercity highway systems paid for by the taxpayer—not without great encouragement from the rubber, petroleum, and auto industries.

Road transport intensifies the fiscal crisis of the cities, owing to the removal of land from the tax rolls for freeways, access roads, and ancillary facilities. Simultaneously, the cities' commuting population places an extra burden on city expenditures for such services as traffic control and parking facilities.

On the provincial level, the pattern of public expenditures in the public sector has re-enforced the "metro-

polis-hinterland" relationship between the U.S. and Canada. The tremendous sums spent developing the transportation grid—railroads, highways, pipelines—have permitted a systematic, rationalized exploitation of the natural resource sector of the Canadian economy.

In various areas, such as the B.C. interior, the Prairies and northern Ontario and Quebec, the transportation system has served corporate interests, especially American, by linking the Canadian resource base to the American product market. One financial institution has said that "the economy of the Prairie Provinces has been dominated by the fortunes of a few export products and by the vital importance of transportation links.

Development of the oil and gas industry, like that wheat, has been closely tied . . . to the building of tra portation facilities."

The economy of British Columbia is dependent u resource-based industries. "In a province so vast," other financial institution reports, "good transportat facilities are vital. (In) British Columbia, lines of c munication have been expanded into a well-develo system of highways, railways, internal airlines, and f and steamship services."

This transportation grid is responsible for provid links as industry develops, and it has been respons

much of the development in the central and north- regions of B.C. by opening up rich timber and min- resources.

ce World War II, hundreds of millions of dollars e been spent in B.C. to extend and improve the hway system. This was especially true in the 1960s, en industrial development began to shift to the inte- r regions of the province.

e transportation system is a key part of an economic rastructure in that it links the economy. The state, by derwriting the expenses of the transportation grid d socializing its costs, has intensified the "urban sis" in one instance, and, in the other, has been re- nsible for reinforcing the economic dependence of Canadian hinterland upon the industralized metro- lis to the south.

search and development

oduction has been converted to a more social process the intervention of the state through government ants to finance research programs, develop new tech- al processes, and construct new facilities, and by the rced mobilization of resources.

e motivation for this research and development was aid industry by advancing new production processes d lowering costs. The cost is, in part, borne as a pub- expenditure—to help corporations and corporate ofits.

ajor Sources and Agencies Funding and erforming Research and Development in Canada, 963, 1965 and 1967

	Industry		Government		Higher Education and Private Non-profit	
ar	Source of Funds	Performing R and D	Source of Funds	Performing R and D	Source of Funds	Performing R and D
	%	%	%	%	%	%
63..	33	40	54	42	10	17
65..	32	43	51	36	13	21
67..	31	38	53	35	13	27

urce: Industrial Research and Development Expenditures in Canada, 67, Statistics Canada, Table I, p. 61. Figures are for the latest year ailable.

As indicated in the adjacent table, **government and big business are partners in research and development, government thereby complementing a basic need of the corporate community at the taxpayers' expense.** During the decade of the 1960s, government supplied somewhat over half of all funds for research and development in Canada, while industry supplied roughly a third. Although direct research and development subsidies from government to industry in Canada are considerably lower than those in the U.S. or Britain, they accounted for 14 per cent of all corporate funds in 1967. When government-sponsored assistance to industry through the Industrial Research and Development Incentives Act is taken into account, direct government subsidies accounted for 24 per cent of all corporate research and development.

The purpose of these programs is quite clear. The basic purpose of the Program for the Advancement of Industrial Technology (PAIT) is "to help industry . . . to improve its technology capacity . . . by underwriting . . . projects that . . . offer good prospects for commercial exploitation." The Industrial research Assistance Program is designed to "create new research facilities within industrial companies and to expand existing facilities." The Industrial Research and Development Incentives Act was passed to "provide general incentives to industry for the expansion of scientific research and development . . ." As is also clear, both industry and government are now less directly involved in performing research and development functions, these having been increasingly shifted to and performed by universities.

According to a former editor of **Business Week,** "Most research prognosticators today believe that, although the government's annual investment will probably not increase much in the decade ahead, it will probably not decrease much either. The reason lies in the role federal spending has come to assume in basic research. Basic research, especially in some of the newer fields of physical science, costs big money. Except for the very largest companies, few individual corporate budgets are big enough to support this highly risky research investment."

Historically, the intervention of the government into research and development in Canada can be explained in terms of the influence of multinational corporations in this field. A recent study by Dr. Arthur Cordell of the Science Council of Canada showed that there is little spin-off by subsidiaries of foreign-owned multinational corporations. Most of their important work will be undertaken in the U.S. A recent survey of the impact of

multinational corporations on research and development in Canada reveals how distorted the situation has become, and why the federal Government must supply this vital service to the business community. In six selected programs, of research and development funds going direct to industry, 57.3 per cent were alloted to multinational corporations.

Patent Statistics for the Year 1968

Country	Resident Applications per 100,000 Population
Switzerland	100
Japan	75
Sweden	58
United Kingdom	50
Australia	40
United States	34
Argentina	12
Mexico	8
Canada	8

Source: survey by G. A. Rolston, Patent and Trade Mark Agent, reported in Canadian Dimension, August 1971

Countries showing a high rate of patent filings by residents are also those countries showing the strongest industrial development. Conversely, countries with a low rate of patent filings by residents are, with the sole exception of Canada, underdeveloped countries with a poorly developed manufacturing sector.

Thus, research and development, a basic need of industry, has been directly and indirectly funded by government grants, subsidies, non-repayable loans, income tax deductions and expenditures on higher education, thereby offsetting the distorted research and development pattern in Canada. All these costs are absorbed by tax-paying wage earners; for corporations there is public expenditure and private benefit.

Government corporations

The state at different levels complements the needs of the corporate community by its direct or indirect involvement and investment in the industrial and financial sectors of the economy. The government has intervened in these sectors to supply goods and services for which the business community either could not mobilize funds or did not undertake because of the high-risk investment entailed.

The Economic Council of Canada has stated that "G
ernment agencies in Canada . . . engage in a numbe
commercial activities. These include the provisio
transportation services—CNR, Air Canada, various
eral and provincial ferries, and harbour and airpor
cilities; communications services, such as the teleph
services provided by various provincial governme
and other public utilities like hydro commissions
municipal waterworks. Two provinces, Ontario and
berta, provide some services similar to those of bank
trust companies. Other government-owned business
terprises produce products ranging from synthetic
ber and uranium to bricks and tiles.

Governments engage in a variety of financial activities. A number of government agencies act as financial intermediaries, often channeling funds into areas that might otherwise suffer from imperfections in capital markets. Examples in Canada include: Central Mortgage and Housing Corporation; Industrial Development Bank; Farm Credit Corporation; Ontario Housing Authority; Industrial Estates Limited (Nova Scotia); Alberta Municipal Financing Corporation; and La Caisse de dépôt et placement du Québec ... Many of these organizations have appeared on the scene only since World War II. (**8th Annual Review,** ECC, 1971).

According to Philip Mathias, Assistant Editor of **The Financial Times,** "few of Canada's Crown corporations are inspired by the need to create jobs for the unemployed or to help the unfortunate ... Crown corporations have been set up for special historical reasons. Canadian National Railway Company was formed by the merger of several private railroads in northern Canada that were unable to operate profitably but were needed for development of such places as Sudbury and Timmins. Air Canada was created because there was not sufficient private capital to set up a Canadian-owned airline. Polymer Corporation, the rubber producer in Sarnia, was formed during World War II because Canada needed a rubber producer in a hurry.

"At the federal level, the 1960s brought many major assistance programs such as the Agricultural Rehabilitation and Development Act (ARDA), the Fund for Regional Economic Development (FRED), the Area Development Incentives Act (ADA), and the Atlantic Development Board (ADB)..."

Anthony Hampson, Chairman of the newly formed Canada Development Corporation, has stated that the purpose of the CDC is to "help develop ... strong Canadian-managed corporations in the private sector ..." Again, according to Mathias, "Provincial ownership of Canada's power generation and distribution facilities is as much for the benefit of free-enterprise industry, which needs a reliable power source, as it is for the domestic user.

"At the provincial level, the new lending agencies, like the Manitoba Development Fund and Nova Scotia's Industrial Estates Limited, were born and endowed with the power to borrow large sums of money for assistance programs.

"In the late 1950s and early 1960s, many provincial agencies for attracting industry were created. The most controversial have been the Manitoba Development Fund (MDF) and Nova Scotia's Industrial Estates Limited (IEL). Both IEL and MDF were made responsible to a board of directors which, though appointed by the Government, was not directly responsible to the Government for the activities of the corporations. The directors were all members of the business establishment ...

"As Woodrow Lloyd, the former leader of the NDP opposition in the Saskatchewan legislature, summed up the matter, Saskatchewan had assumed 80 per cent of the

risk of the project in return for 30 per cent of the equity. Additional commissions and fees for supplying the machinery and looking after the sales of the product make the (private returns) . . . even greater."

Through governments, corporate interests have been able to use the public sector as a way in which to build the technical and supportive services needed by industry, make public the risk of new investment, and use the government to lay out "complementary" investment to stimulate profitable business opportunities for the private sector. These costs are borne by tax-paying workers, thus resulting in a public expenditure and a private benefit.

The increasing role of government in the management of the economy "to provide the framework for stability and growth" of the corporate sector has resulted in an increasingly important role in public investment. This investment has taken two forms: complementary investment to stimulate new and profitable business opportunities; and discretionary investment to maintain stability and growth.

Relative Importance of Government Investment in Canada, 1926-1970

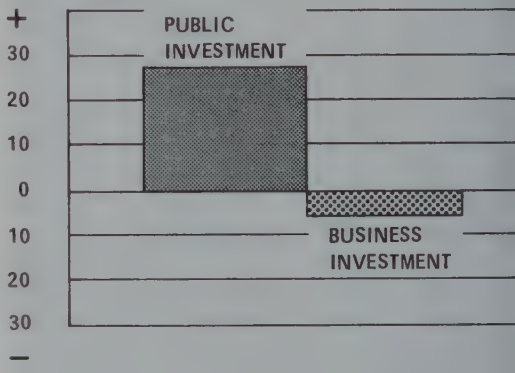
Year	Per cent of Public Investment	Per cent of Total Business Investment
1926	13.1	86.9
1950	14.9	85.1
1955	18.8	83.4
1960	19.0	81.0
1965	17.2	82.8
1970	18.0	82.0

Source: Statistics Canada, National Accounts, Income and Expenditure, 1926-1956, and for selected years.

As can be seen, the level of public investment as a long-term trend has increased from roughly 13 per cent to 18 per cent of all investment in Canada. This has been accompanied by a corresponding decrease in the level of business investment from nearly 87 per cent to 82 per cent of all investment.

Not only has the absolute volume of public investm increased to nearly one fifth of all investment in C ada, but **investment flowing from the public sector has the past five decades increased at a faster rate than vestment coming from the private sector.**

Percentage Increase in Business and Public Investment as a Percentage of Total Investment, 1926-1970



Between 1926 and 1970 the rate of public investm increased by 27.2 per cent, while the rate of investm from business declined by 6 per cent. In the postwar riod, 1950 to 1970, the rate of public investment creased by nearly 21 per cent, while the rate of busin investment dropped off by nearly 4 per cent.

Thus, government, through the public sector and pub investment, has, in large part, directly and indirectly, come responsible for providing an environment of s bility and growth for the corporate sector. The mana ment of the public sector is basically for the interests the business community at public expense with a p vate benefit.

The steady expansion of government expenditures a the increase in the number of economic functions proceeded without interruption.

. 1—Percentage Distribution in Canada of Value ded or National Income Originating by Industry, lected Years 1870-1969

Year	Primary Industries (Agriculture, Fishing, Forestry)	Secondary Industries (Manufacturing, Mining, Construction)	Tertiary Industries (Public Utilities, Gov't. Service)
	%	%	%
870	44.9	22.0	20.9
890	36.6	28.1	26.7
910	30.2	29.7	33.6
929	18.3	31.0	56.6
950	17.9	36.3	48.4
960	7.0	39.0	46.0
969	5.0	37.0	58.0

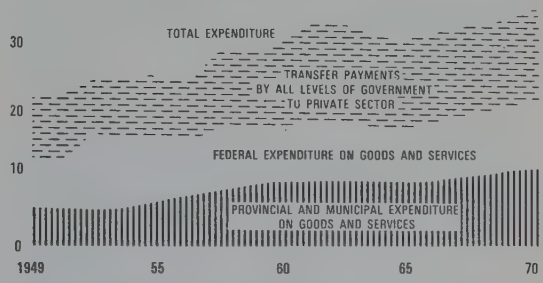
urce: O. J. Firestone, Canada's Economic Development, 1867-1953, d Gross Domestic Product at Factor Cost by Industry, 1926-1969.
te: For 1870 to 1920 inclusive, the figures represent value added; for 29 to 1969, data pertains to income. A "total industry" figure would not al 100 due to adjustments.

he adjacent table indicates that, over the past 100 ears, the level of national income originating in the ter ary (public service) sector of the economy has in eased from nearly 21 per cent in 1870 to 58 per cent in 969.

tate expenditures in relation to Gross National Prod ct have risen more or less steadily from the 19th cen ury to the present. The level of government activity nd economic functions, and the resulting increase in ational income from this sector of the economy, has een a response to the increased expenditures required y the corporate sector. The national income budget epresents an implicit recognition of the relationship be ween the budget and the private economy and is a pre ondition for overall planning. According to the Orga ization on Economic Co-operation and Development, Most governments now frame plans for the major omponents of public expenditure 3 to 5 years ahead."

n the postwar period, government expenditures and urchases from the private sector have played an in reasingly important role in the economy.

No. 2—Government Expenditure as a Percentage of Gross National Product



Note: Total Expenditure is not of intergovernmental transfers. Transfer payments by all levels of government to private sector include subsidies and debt interest charges.
Source: Based on data from Statistics Canada and estimates by The Economic Council of Canada.

Government spending for all purposes in 1970 amounted to close to one third of the GNP; the direct use of resources by government—that is, the community's collective consumption of resources as measured by government purchases of goods and services—was nearly one fifth of the GNP. Nevertheless, this represents a substantial increase in the proportion of the nation's resources that has gone to fill corporate and public needs since the end of the war. In 1949, government purchases of goods and services represented only 13 per cent of the GNP. The greater part of this increase has taken place at the provincial-municipal level of government; much of it has been associated with education and with the swift population growth and urbanization that has created the need for a rapid extension of all types of services coming within the jurisdiction of these two levels of government.

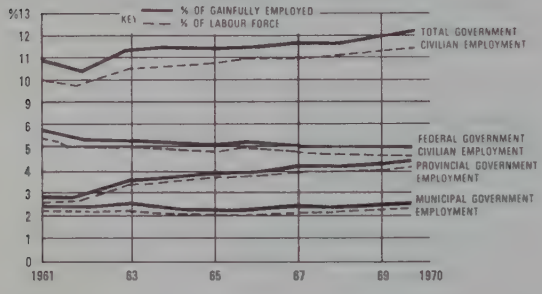
"Non-exhaustive" government expenditures in the past 20 years have increased as well. Non-exhaustive expenditures are essentially political expenses taking the form of income transfers, direct or indirect subsidies, and debt charges. These political expenses undertaken by the government in the form of non-exhaustive expenditures, and paid for by tax-paying workers, are a necessary lubricant to maintain social peace and to preserve the existing social arrangements.

The heavy demands made by the corporate sector on government budgets have caused expenditures to outstrip revenues—and it is the public employee who is being penalized the most.

Growth in public employment

The rapid growth and expansion of the economic and social functions fulfilled by the public sector, particularly in the last 20 years, has resulted in a corresponding growth of public employment.

No. 3—Growth of Government Employment, by Level of Government, as a Percentage of the Labour Force and Gainfully Employed, 1961-1970



Sources: Federal Government Employment, December 1961 and 1970. Statistics Canada. Provincial Government Employment, 1961 and for selected years, Statistics Canada. Municipal Government Employment, 1961-1966. Statistics Canada, 1968. Local Government Employment, 1971. Statistics Canada. Also R. M. Bird, Growth of Government Spending in Canada, Canadian Tax Foundation, 1970.

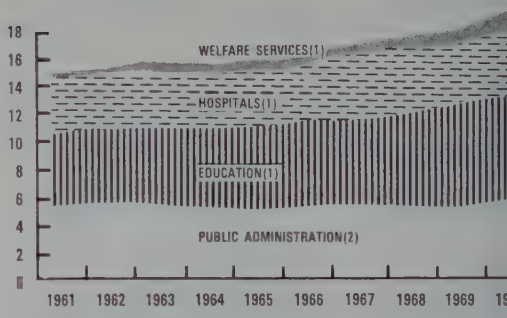
Note: Municipal employment figures exclude transit systems, telephone companies, school boards and municipally owned hospitals. Federal Government employment includes staff agencies and corporations. The figures for "Public Administration" differ because of definitions.

As shown in the accompanying graph, the number of public employees as a percentage of the civilian labour force has steadily increased since 1961. As of 1970, more than 11 per cent of the entire labour force was directly or indirectly employed by the various levels of government. Of more importance is the trend indicating that an increasing proportion of those employed (as opposed to just being in the labour force) are dependent upon the state for their livelihood. Between 1961 and 1971 the percentage of those gainfully employed and who had jobs in the public sector increased from 10.8 per cent to roughly 12.2 per cent.

If we use a broad definition of the public sector and public employment, an even larger proportion of the labour force is employed and is thus dependent upon the state.

By the 1970s, roughly 12 per cent of the labour force was working directly for the state, while 18 per cent of the labour force was directly or indirectly supported by government payrolls. This becomes all the more important

No. 4—Employment in Public Administration and Major Community Services as Percentage of Tota Civilian Employment



1. Includes a small number of private employees.
2. Excludes military personnel.

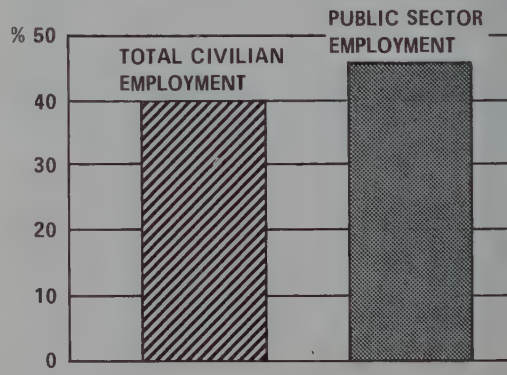
Source: 8th Annual Review of The Economic Council of Canada, 1971,

Note: The figure for "Public Administration" in this graph and the graphs differ because of the definitions.

when we realize that, between 1961 and 1970, the g payroll of all public employees as a percentage o wages, salaries and supplementory labour income creased from roughly 7 per cent to 14.5 per cent.

There are perhaps no better indicators than these t veal the importance of government as a big empl that helps to stabilize the labour market, and, to a le extent, the overall economy. The government secto the economy over the past decade has generated r tively more new employment than the economy whole.

A Comparison of the Rate of Growth in Total Employment Versus Employment in the Public Sector, 1961-1970



It has been estimated in a number of studies that, for the U.S. between 1950 and 1970, nearly 66 per cent of all new jobs generated in the economy were created in the state sector. Unfortunately, because of incomplete statistical data in Canada, a full comparison of the two situations cannot be made. As indicated above, however, in the past 10 years in Canada, total civilian employment increased by 38 per cent, while employment in the public sector expanded by nearly 47 per cent.

The tertiary sector of the economy seems likely to continue to play a key role in the overall employment situation. The fact that such a large proportion of people make their living in this sector may contribute to less marked cycles in overall economic activity. In the recent slowdown, while goods production and inventory accumulation were moderated, it is significant that total wages and salaries have kept rising. This, in part, is because of increasing wage rates that cover up for the lower employment in the goods-producing industries, but it also reflects the fact that the public sector is affected later in economic down-turns than are other sectors of the economy.

In the North American economy, Government is rapidly assuming the role of "employer of last resort." As an advanced industrialized economy becomes increasingly capital-intensive, it creates strata of workers who are unemployed, underemployed, and employed in low-paying jobs in declining areas of the private sector of the economy.

In the U.S., for example, the federal Government has channeled emergency funds through the Public Service Employment Program to provide 200,000 new jobs, mostly in the public sector—in public agencies, police, sanitation, street maintenance, education and transportation. **In Canada, various levels of government have haphazardly become employers of last resort.** Devco in Nova Scotia, the new Opportunities for Youth program to provide 75,000 jobs, the Local Initiatives Program, winter works programs, and the regional expansion programs all represent a trend in this direction.

The government, acting as employer of last resort, is no longer a temporary policy but is rapidly becoming a permanent feature of the North American economy, both in periods of recession and periods of relative prosperity. In Canada, all that is needed is a formal policy to give recognition to this reality. Even Keynes was forced to cryptically suggest that: "a somewhat comprehensive socialization of investment will prove the only means of securing an approximation to full employment."

The expansion of the role played by government in the economy and labour market has generated two sets of conflicting forces. The role of government in the economy has in one instance helped to stabilize employment and the income stream but, simultaneously, this is increasing the financial burden on government by exerting increased pressure on the expenditure side of the fiscal and budgetary processes. The increasing conflict between government revenues and expenditures is rapidly assuming the proportions of a fiscal crisis that will have profound and far-reaching ramifications upon industrial relations in the public sector.

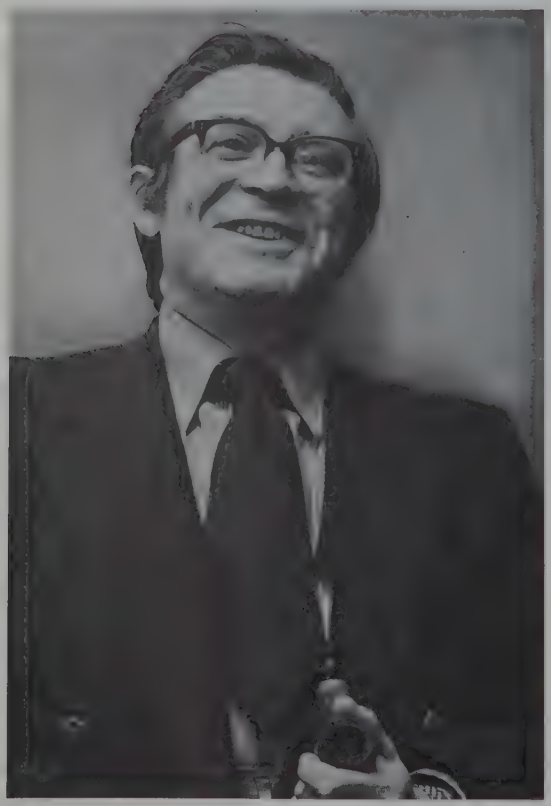
(Richard Deaton is Assistant to the Director of Research for the Canadian Union of Public Employees. The 165,000-member Union represents municipal and provincial public employees, school board and university workers, hospital, nursing home and electrical utility workers, and employees of the CBC.

Deaton joined the staff of CUPE in 1970 and is responsible for research in the education, nursing home and fringe benefit fields. He received his B.A. in economics and industrial relations from the University of Wisconsin and undertook his graduate work at McGill University.

The analysis, interpretation and opinions he expresses in the accompanying article are his own, and do not necessarily reflect the policies or views of CUPE or its National Officers, or of the Canada Department of Labour. This article is a revised version of one that appeared earlier in the **CUPE Journal.**

The author wishes to express his indebtedness to Prof. James O'Connor, Department of Economics, San Diego State University, for many of the germinal ideas that appear in the article. Part 2 will be published in the November **Gazette.)**

Continental unionism: gain or drain?



by Harry J. Waisglass

Continental unions have had a significant historical role in Canada. Over the years, their contributions have been substantial. **The costs of their activities in Canada however, have not always been justified by their successes, and I suspect that the Canadian drain on their treasuries has often been cause for concern at many of the headquarters of continental unions.** Common us refers to these unions as "international," which, I th is not fully appropriate because it conveys the misle ing impression that they are worldwide organization

The Canadian union movement is distinguished by predominance of continental unionism, unions membership in both the United States and Canada, to a lesser extent, for some of them, in Puerto Rico other parts of the continent. Unfortunately, the nati versus "international" unionism controversy has played an excessive tendency to focus on the forms structures of the unions, at the expense of the more damental and important questions about their poli and programs, about democratic membership partic tion and controls, and the efficiency and effective with which they carry out their functions of organi within their jurisdictions, training responsible l ership, and representing and servicing their member

Size is an important factor because the larger un can more readily afford to organize and service small and isolated locals. And only the larger un can more easily afford specialized and expensive search, education, industrial engineering, legal, leg tive and public relations services. **In the past few ye several national unions have grown large enough t able to provide many of these services that previo only the continental unions could afford.** CUPE is the second largest union in Canada and the PSAC is third largest, ranking behind the Steelworkers (fi and ahead of the UAW (fourth), the Carpenters (f and the Teamsters (sixth). Seven of the 20 unions 30,000 or more members are national or regi organizations.

There were 11 unions in 1961 reporting 30,000 or m members each, with a combined membership 503,000, or 34.8 per cent of the total union member in Canada. These larger unions have inreased to 2 1971, with a membership of 1,210,000, representing per cent of the total membership. The larger un have grown much faster than the smaller unions, the trend toward bigger unions is greater among the tional than among the continental unions.

Of the 99 continental unions with members in Can in 1971, 85 were affiliated with both the AFL-CIO the CLC, four with the CLC only, four with the A CIO only, and six were not affiliated with either cen labour body.

Sixty-two per cent of the 2,211,000 union member Canada at the beginning of 1971, belonged to conti tal unions. This proportion has declined from a pea

7.5 per cent in 1924 to a low of 51.2 per cent in 1935, ing to a postwar peak of 73.1 per cent in 1958. **Since ten, the proportion of Canadian union membership in ntinental unions has shown a persistent downward end—to 71.2 per cent in 1963, 66.9 per cent in 1968, d 62.0 per cent in 1971.** The actual membership of the ntinental unions has not declined in recent years but ther the membership of the national and regional ions grew much more rapidly, mainly because of the tension of collective bargaining rights in the public rvices.

lthough size has an important bearing on what a ion might or might not be able to do, I do not suggest at size is a better criterion than nationality for evalating a union. Nevertheless, it seems likely that both e national unions and the continental unions have inreased their efficiency and effectiveness as they have own in size. Perhaps, also, the larger unions are growg faster than the smaller ones because they're more fective and efficient. But how should one judge the efciency and effectiveness of a union?

ne way is to consider it from the point of view of its embers and potential members. **By and large, workers ill join and support the union that best serves their interests.** In some cases, it will be a national union and in thers a continental union. The job of a union is to oranize the unorganized workers toward self-help, not nly to improve their wages and conditions of employent, but also to attain integrity, dignity, self-reliance nd autonomy as persons.

The efficiency and effectiveness of a union should be easured in terms of the real opportunities it provides or workers to build more satisfying lives by developing sense of self-responsibility and self-reliance, and by trengthening relationships of interdependence to displace the state of dependency that plagues the poor and he exploited.

This calls for responsible leadership and democratic processes, neither of which might be determined either by the union's size or the degree of its national autonomy. The large unions, both national and continental, face the problems of balancing the requirement for responsiveness to local needs against the opportunities for improved services and greater efficiency that result from centralized authority. But that does not imply that a small union, which does not have the same problems of membership communications and participation, might not be more autocratic. Furthermore, there is no assurance that Canadian autonomy might not be accompanied by autocratic rule.

Among other criteria, the adequacy of services provided, the calibre of responsible and responsive leadership, the extent of democracy in union political processes, and the degree of integrity in the management of funds are not strictly at issue in the continental union controversy. **"International" or continental unions, as such, are inherently neither more nor less efficient, effective, honest, democratic, militant, responsible or lawabiding than the national unions.** Both the continental and national unions generally face the same demands from their members—better wages, more fringe benefits, and improved job security. Most members want more vigorous presentation of grievances. And both the continental and national unions are confronted with more or less concern over questions such as the size of dues and assessments, language rights, ethnic and racial relations, the conduct of elections, and the nature and extent of political and legislative action.

There seems to be a consensus that the continental unions with large Canadian memberships do not as a rule pose problems of autonomy. The Steelworkers have what is virtually a separate Canadian union, although it has drawn heavily on its U.S. headquarters for financial support. Some unions might have the forms of constitutional and financial autonomy without the substance, whereas others may have the substance without the forms. In either event, **there are serious doubts whether the problems of democratic process and responsible leadership can be solved merely by establishing unions on a basis of Canadian autonomy.**

One gets the impression from some of the critics of continental unions that their Canadian members are held in unwilling bondage for the profit or glory of American colonialism or imperialism. I do not doubt that, at any given time, there may be some workers who would feel "captive" in one union until they could succeed in persuading the majority to change affiliations. But that could be in national as well as continental unions. I suspect, however, that there may be at least a few continental unions that might welcome the complete separation of their Canadian sections, if only for financial reasons: they may not mind giving up the privilege of subsidizing Canadian union activities.

There are some indications that the interests and motivations of the continental unions for supporting organization activities in Canada are being seriously weakened. The reasons may be summarized as follows:

1. It has been argued that there has been a decline in ideology and idealism in the American labour movement, and possibly in American society generally. It

may be in part a reaction to the criticisms of their international assistance programs—the feeling that their costly efforts are too little appreciated and their good intentions suspect.

2. There appears to be a significant rise in protectionist pressures among union members in the U.S. This factor, combined with the rise of nationalist feelings in Canada, has diminished the influence of Canadian union leaders upon the economic and political policies of the continental unions.

3. The CLC and the AFL-CIO have frequently followed opposing policies in a number of areas, including international labour affairs. The communication gap may have widened and neither central labour body seems to have much influence on the other, good or bad.

4. The minimum standards of autonomy for its U.S.-based affiliates, adopted by the CLC at its Edmonton convention in May, 1970, are causing the continental unions to consider amendments to their constitutions that would have implications for their organizations in both Canada and the U.S. Reforms and re-structures for Canada must, in many cases, mean also reforms and re-structures for the U.S.

Some unions, if they are to be faced with the prospects of major changes, might also be led to question the value and importance of their Canadian sections, setting their costs against their benefits. Some might find that the Canadian section had costs and influences in excess of their proportionate contributions and numbers. Out of the 108 continental unions operating in Canada in 1967, 10 had less than 1 per cent of their members in Canada, 70 of them had less than 10 per cent, and 101 had less than 20 per cent.

The CLC criteria (LG 1970, p. 558) call for minimum standards of self-government to include: election of Canadian officers by Canadians; investing in them the authority to speak for the union in Canada; and determination by elected Canadian officers and members of policies dealing with national affairs. What the continental unions could do to satisfy demands for Canadian autonomy would be affected by the possibilities for regional autonomy in the U.S., and further, by organizational instincts that tend to avoid the formation of separate internal power blocs possessing extra privileges. George Meany gave these considerations some of his characteristic clarity in an address quoted in the Globe and Mail of February 20, 1971:

"Mr. Meany said that Canadian locals should have
same right, no more nor less, than locals in the Uni
States of the same union. 'They can't have it b
ways—belong to a U.S. union and have a system dif
ent than the American unions,' he said.

"Later, in response to further questioning, he amplif
his remarks and offered this view on the issue of aut
omy: 'It depends on the constitution of each inter
tional union. They have locals on both sides of the b
der. They have international constitutions. So
provide for a vice-president for different geograp
areas, some have one or two vice-presidents for Cana
This depends entirely on the international constituti
which can be changed at a convention. From my po
of view, an international has the same obligation to
locals in Canada as to its locals in the United State
don't think you can have two organizations in c
There has to be one organization. I feel that, if it ma
sense from a practical point of view to have a separ
organization, it should be distinctly separate. Y
shouldn't try to maintain two organizations in the c
stitutional structure of one existing organization.' "

Meany's main point seems to be that the Canad
branches of continental unions should not expec
greater degree of autonomy within their organizati
than within the American branches, and that the b
efits and advantages of continental unionism impl
sharing in the responsibilities for its constitutional g
ernment. He might have pointed out, however, that
portunities for autonomous action are provided throu
the distinctive organizational frameworks of the se
rate and independent central labour bodies.

It seems to me that the roles and functions of the cen
labour bodies, at the national, provincial and local l
els, their independence of the AFL-CIO and the co
nental union headquarters, and the nature and exten
the participation of the Canadian membership in th
exclusively Canadian labour centres, are important
significant—but these factors are neglected in the c
sideration of the autonomy of Canadian sections
their capacity to pursue an independent course on p
icies for the promotion of Canadian interests.

The functions of the CLC, the provincial federati
and local labour councils are concerned with a w
range of public policies—political, social and econor
concentrating mainly on educational and legislative
tivities, national and international affairs, human rig
housing, regional development, and other policies
programs concerning relationships with government
all levels. The responsibility for policies and activi
concerning collective bargaining and relationships w

employers, however, are largely decentralized, with authority residing in local unions and in the Canadian or regional headquarters of the national and continental affiliated unions.

There is considerable evidence to indicate that the Canadian central labour bodies—abetted by a high degree of participation, involvement and leadership from both national unions and the Canadian sections of continental unions—have pursued independent policy courses often very different from, and at times in conflict with, the policy positions of their U.S. counterparts. **To the best of my knowledge, there have been no reasons to suspect that any of the policies of the Canadian labour centres have been subordinated to American political or economic interests.**

So far, we have been examining the criteria for judging the performance of a union mainly from the point of view of its members. We should also look at that performance in terms of its effects on public policy.

Prof. Milton Friedman stated in his 1950 paper, "Some Comments on the Significance of Labor Unions for Economic Policy," that "Labour unions are important political and economic institutions that significantly affect both public and private actions. This fact raises serious and difficult problems for economic policy. At the same time, laymen and economists alike tend, in my view, to exaggerate greatly the extent to which labour unions affect the structure and level of wage rates. This fact is one of the most serious obstacles to a balanced judgment about appropriate public policies toward unions."

Friedman argues that unions can have only a very small and temporary effect on the structure and level of wage rates, and that "a large and probably the major part of the wage rise for which the unions received credit would have come anyway."

Although he acknowledges that unions exert steady, upward pressure on wage rates, he points out that they also make for rigidity and for a lag in adjustment, because of the discreet time intervals at which union contracts are negotiated. These different effects work in opposite directions during periods of cyclical expansion, a fact that leads him to the conclusion that "the existence of unions is therefore likely to interpose an obstacle to as rapid or as large an increase in wage rates as would otherwise occur."

Friedman shows much greater concern about the potential political powers of unions than about their economic powers. "The difficulty is not so much that strong unions will produce inflation as that inflation will produce strong unions . . . the unions will receive credit for the wage rises. This will tend to strengthen the hold of the unions on the workers and greatly to increase their political power."

Friedman did not receive the unanimous support of economists when he made these statements. Nor is there any consensus now on the impact of unions on economic policies. If it is difficult to get hard facts and to form hard judgments on the economic implications of unions in general, it is immensely more difficult to determine whether or not continental unions have a greater impact than national unions on Canadian economic conditions and policies.

In spite of these real difficulties, I would like to suggest for your consideration some probable advantages of our continental unionism for both countries, Canada and the U.S. **It seems likely to me that continental unions, generally speaking, will tend to promote or support more expansionary, or less restrictive, trade policies.** My own limited personal experience has indicated that there is a tendency for continental unions, operating at the political level, to reduce the demand for economic protection in times of recession. I must admit, however, that this experience was gleaned during a period when nationalist expressions and sentiments were hardly evident in either Canada or the U.S. Furthermore, **it could be argued that the Canada-U.S. automotive agreement might not have been possible in the absence of a continental union such as the UAW.**

Because of the economic interdependence of Canada and the U.S., there is a real danger in allowing the trade union movements of the two countries to grow too far apart. No matter what might be the distinctive structure, shape or form that the future Canadian labour movement might take, our mutual interests will require close communications and co-operative working arrangements with the U.S. labour movement. In the absence of the strong ties we now have, new forms and mechanisms for communication and collaboration would have to be discovered or created. **I would suggest, then, that the long-term real interests of neither Canada nor the United States can be very well served by a deterioration of relations between their respective labour movements.**

(The foregoing article first appeared as an address delivered to the Canadian Institute of International Affairs. The opinions expressed are those of the author, who is Director-General of Research and Development for the Canada Department of Labour, and do not necessarily reflect the views or policies of the Department.)

Motivation and the responsible manager

Demands for fringe benefits have not yet reached their limits and will continue to grow in number and diversity. Representatives of both labour and management agreed on this point at one of the sessions at the Public Personnel Association's spring conference.

Speaking on the question "Have We Reached the Saturation Point in Fringe Benefits?—Management and Union Views," Yvon Pouliot of Lemay, Pouliot, Guérard and Associates, Montreal, said fringe benefits will continue to come up in management-labour negotiations. He noted several areas in which benefits might increase—for example, in the area of additional services provided to employees by employers. Financial, legal and insurance services may be offered in the future, in conjunction with traditional pay increments. Even the provision of eyeglasses for employees may be undertaken, if both parties agree, Pouliot stated.

In answer to delegates' questions, Pouliot noted that there has been little move to decrease fringe benefits in contracts, and that a survey shows employers pay about 20 per cent of labour costs in the form of fringe benefits. **When asked about the management of fringe benefit programs like pension plans and insurance, he said that the responsibility lay jointly with management and government, and that unions should not take a role in their administration.** Union participation would mean an employee would work for both company and union, thus splitting his allegiance and giving the union too much power.

The speaker pointed out the problems of the "cafeteri type of benefit package whereby an employee is give choice of benefits adding up to a certain value. This s tem has the advantage of giving options to employe but in the case of insurance coverage, only those ne ing the insurance would be willing to pay into the pl and this, of course, would raise the insurance premiu to exorbitant levels.

One improvement that Pouliot recommends for the ture is a totally transferable pension plant. With incre ing mobility in the labour force, the plan would ens a worker's coverage in case of transferal, rather th force him to join a new plan in his new job. He reco mended also that moves be made to offer fringe bene that would appeal to younger workers—greater ins ance coverage, for example, and longer holidays dur the time when they are raising a family.

Stanley Little

Stan Little, President of the Canadian Union of Pub Employees, gave the union viewpoint on fringe benef He agreed that the administration of fringe benefits w best left to the individual companies as they could better administered by management. He saw proble however, in trying to establish transferable pens plans in situations in which recently hired work would retire after a few years under the same conditi offered to long-term employees. This, he believ would cause immense dissatisfaction.

Little warned against fringe benefit deals that were restrictive. "I have seen contracts in which the fri benefits are calculated to be worth around 40 per c of the pay packet, and that means that each emplo bound by such an agreement has less freedom to live life as he would like . . . After all, money in the pocke freedom of a sort, and the individual can use it to p sue his own particular life style; 30 or 40 per cent of money tied up in fringe benefits cannot be so used."

Little believes that benefits should no longer be garded as extras thrown in or taken for granted by e ployees. He predicted that placing definite negotia

values on fringe benefits "is perhaps the final step in removing the mythology that has tended to surround the whole area of fringe benefits in the minds of both union members and the general public, and I think it's all to the good."

Hon. Bryce Mackasey

Job-hopping used to be considered symptomatic of personal instability, Manpower and Immigration Minister Bryce Mackasey told delegates. Now a person entering the labour force may have to train and re-train several times in his work career.

"Making our society function requires that we know how to manage, how to obtain organizational performance through the work of the individual," Mackasey said. "Making our society free requires that the individual learn how to manage organization—how to make organization and his job in it serve his ends, his values, his desire to achieve."

He quoted the Prime Minister as saying to a youthful segment of the workforce: "You have been telling us that many of the employment opportunities that exist in Canada are not meaningful to you. All right then, you tell us what is meaningful, what is important, and we'll support you." **In response to this challenge, 13,700 applications were made to the Local Initiatives Program (LIP) for a total of $480 million**—more than three times the sum earmarked for the program. "We supported 5,700 applications that resulted in the creation of some 92,000 jobs at a cost of $150 million," Mackasey said. The remaining applications had to be withdrawn, cancelled or turned down.

The LIP program was successful because it motivated people to have a direct involvement in tasks that were fulfilling and helpful to their own communities. So successful was the program that the Government added another $30 million to extend the most outstanding projects to September 30.

Training on the job, too, was equally successful. "Many large corporations, already oriented to change, and with their own company training programs, were encouraged

through the Training-On-The-Job Program to accelerate their programs and train hundreds of new employees in anticipation of future job openings. For these companies, the program induced them to hire and train now rather than later, to their benefit and that of the unemployed."

Young people under 25, and women, were offered the greatest encouragement in on-job training because these were the categories in the labour force with the greatest levels of unemployment, the Minister said.

Cecil Tuck

In the federal Public Service, there is an increasing need to pay people rather than jobs; pay based on the performance of an individual is one of the devices that will secure the continuing services of a good employee. These are the views of Cecil C. Tuck, Executive Director Operations, Unemployment Insurance Commission. "Within the federal system," Tuck said, "managers are too often forced to organize their manpower resources to exploit the classification system rather than to meet the needs of their programs. The first problem that must be overcome is the system itself."

The "equal pay for equal work" concept, which provides for automatic increases within a classification level, is wrong, he declared. "Compensation must be more related to, responsive to and supportive of the developing management climate with its emphasis on goals and accomplishments, organization development, staffing, performance appraisal, management development and manpower planning."

The design principles of a performance pay system, Tuck believes, must accomodate many variables to reflect rapid changes that occur in the outside job market, to generate sufficient money, and to enunciate clearly the reasons for the use of appraisals, promotion amounts and times, and economic and merit adjustments. "The second problem is the people who operate the system. The concepts of reward and punishment are brought to a hard crunch in the pay package," he stated. "Performance appraisals are the key to the process. Who should judge? Against what criteria? Employees should be assured their right of redress, but by what process or further judgment?"

Tuck implied that, to gain the unions' general acceptance of a performance pay system within the federal Public Service, the general quality of management would have to be substantially improved, better manpower appraisal criteria developed, and multiple safeguards fined to ensure that the system would be applied w integrity.

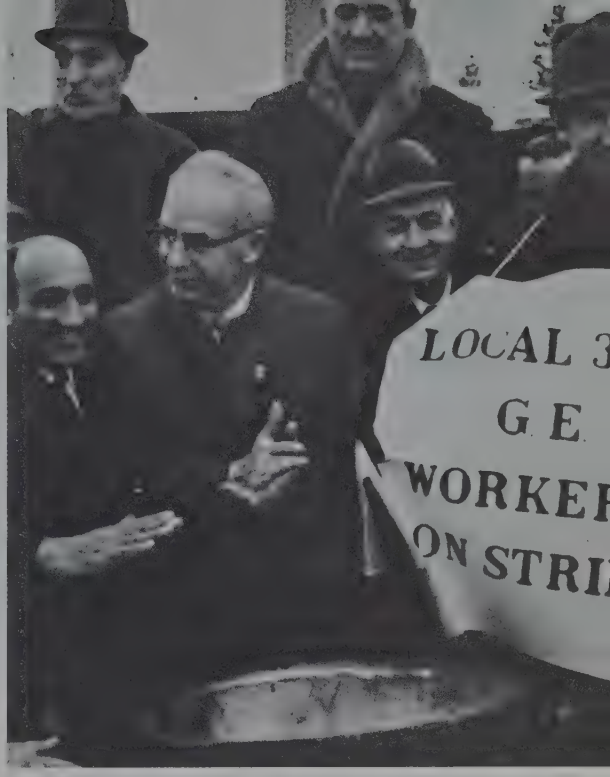
Marion Kellogg

Marion Kellogg is one management consultant v doesn't believe in performance appraisals. "Many m agers well know my personal opinion of appraisals think they should be flushed down the drain." What suggests in their place is management by objecti "The manager who wants to make work a devel mental experience must try to reach some level agreement with the employee as to how job success be measured," she said. "You can do this only when results to be achieved are laid out in specific, meas able terms and when the criteria evolved are object preferably numerical. The employee then knows wha expected of him, where he stands with respect to the quired result, and can work accordingly. In this both employee and boss will tend to agree on the w progress to date."

But if you must have performance appraisals, th feedback will only be effective if they give employ useful new information, if they are translated into ture goals and action plans to reach them; if criticism given in small doses; if reward and recognition seem match contribution; if discussion is work-focused; if formation is specific and constructive; and if there two-way exchange of information.

Informal, friendly discussions from time to time can quite productive, she said. But criticism, no matter h constructive, is invariably interpreted by the emplo as adverse. **If the manager cites too many needed provements at one time, the employee just goes on defensive, Miss Kellogg warned.** And when the praisal is linked with salary recommendations, and employee thinks the reward doesn't match the requi effort, the manager will lose credibility in the ployee's eyes.

Ideally, all work should be challenging. And most wo Miss Kellogg believes, can be made challenging if employee is allowed to see where his effort fits into overall scheme. The employee who has minimum in mation about how his work relates to the work of ers, the oversupervised employee who is never



itted to make even the smallest mistake without nalty, suffers in two ways: his growth is retarded, and s contribution to the business impaired. But although development climate is often thought to be a soft climate, nothing could be further from the truth, she said. Growth can't occur without vigorous, goal-directed effort, enormous self-discipline, heart-breaking trial and ror and retrial.

The growth of an individual implies additional constraints so as not to hamper the development of his associates or decrease the chances of the organization's attaining its goals." This means that the climate, although has considerable freedom, is a tough one. The demands for increased contribution are constant, and yesterday's results are not good enough for today. **The anager's personality is minor in its impact compared ith his persistent expectation of self-set standards of xcellence and self-measured results.** "The development-minded manager who is determined to close the ap between actual and budgeted performance realizes at this means creating and maintaining a work environment that not only permits but requires every employee to use and add to his abilities. In a sense, the reation of this climate is one of the manager's personal evelopment goals, and he must plan carefully to meet ."

ames L. Hayes

Another management consultant believes that organizations don't know what to do with people who think. Job definitions, if too rigid, destroy job objectives," aid James L. Hayes, President and Chief Executive Officer of the American Management Association. **"A definition should tell people what they are responsible for, ot what to do."** People should be given room to run, Hayes told delegates, but not unlimited room. "A team ttitude must be developed, especially in the fish-bowl tmosphere of the public sector," he said. Not enough ttention was being paid to the part the individual plays within the team, and the individual human side has been downplayed by emphasis on "behavioral patterns" rather than on the needs of the individual.

"Persons on courses are given the behavioral approach, and practise management in a sequential system," Hayes said. "The greatest challenge facing personnel people is to have the sensitivity to deal with individuals and still bring those individuals into a team that will carry out certain objectives." To do this effectively, humanity was needed, not mere tolerance, because there is so much more to working with a person than merely tolerating him.

"Most morale problems stem from management's waiting too long to make a decision. It gives individuals plenty of time to formulate an opinion of what they consider the proper course of action. Wage raises only buy time on unhappiness. **The real need of people is to feel a sense of achievement."**

In order to be organized and to staff correctly, one must have objectives, and it was imperative that these objectives belonged to groups rather than to individuals, Hayes stated. To have an effective teamwork system, the adversary system had to go. "Poor management gave rise to unions in the first place; it will have to be good management to bring about teamwork."

Excessive paperwork and carbons, he believes, make many potentially efficient working systems slow down to a dull crawl. "It is my sincere belief," he quipped, "that many personnel agents are undercover agents for filing cabinet companies."

Federations of labour conventions

New Brunswick

Improved bilingual service in areas such as publications and translation was announced as a major goal of the New Brunswick Federation of Labour at its 16th annual conference, held June 4 to 7 in Campbellton, N.B. To expand services to French-speaking union members, a French-language Atlantic Regional Labour Educational Centre will be established at the Memramcook Institute, near Moncton, N.B. It will parallel the English-language centre just opened at St. Francis Xavier University.

A record 312 delegates representing 32,000 union members attended the conference to hear such speakers as Jean Beaudry, Executive Vice-President of the Canadian Labour Congress, and Henry Rhodes, Director of Labour Councils and Federations for the CLC, as well as to conduct the business of the Federation. The economy, bilingualism and provincial legislation provided the major topics for discussion.

In his report, Federation President Paul LePage termed the high unemployment in northern New Brunswick as "appalling," but noted that last winter's crisis resulting from delayed payments of unemployment insura benefits had been solved. He traced many of the so problems in New Brunswick to "the failure of our ec omy to grow and expand and to provide employmen the growing workforce."

In the field of legislation, the Federation urged prov cial adoption of legal safeguards to guarantee paym of wages and salaries to employees in the case of c pany bankruptcy. To help reduce unemployment four-day workweek with no reduction in hours was vocated, as well as a provincial regulation establish four weeks vacation with pay for all employees cove by the Vacation With Pay Act. Another resolution c cized shortcomings in New Brunswick's Human Rig Code, particularly omission of the right of workers form and join trade unions for protection.

The bilingualism issue was important at the convent and some delegates expressed disappointment t greater progress was not being made in providing

ces to French-speaking union members. At one oint, a dispute broke out on the floor over the appointent of an executive secretary to the Federation; a temorary walkout was staged by some delegates when the nvention failed to pass a resolution requiring the new ficer to be bilingual. A weaker resolution, calling on e Federation to have the "opportunity" of hiring a biingual secretary, was passed later in the convention.

n the elections, President Paul LePage was returned to ffice for another year, along with all but two of the resent executive. The two new officers elected to fill vaancies left by resignations are Ronald Cronkite, Vicesident of the Carleton-York region, and Norman ourque, trustee.

Other resolutions presented included a call for New runswick to be declared a bilingual district, and rench to be an officially recognized language in govrnment business dealings. The convention called on nion members to give "full and active support" to the New Democratic Party, although the vote approving upport was very close. Delegates asked that the minmum wage in New Brunswick be raised to $2.75 from he present level of $1.40, an increase that would see a ump of nearly 100 per cent in the province's present minimum wage. New Brunswick is currently on a par with Newfoundland, having the second lowest minmum wage. Prince Edward Island's $1.25, is the lowest n Canada.

Lastly, the Federation urged that financial support for he North-East Regional Development Council should e withdrawn by both the provincial and federal Governments. The Council, known as CRAN, was accused y the Federation of encouraging an illegal strike among steelworkers at Brunswick Mining and Smelting Limited.

Alberta

Canada's current high rate of unemployment was the main concern of the 16th Annual Alberta Federation of Labour Convention held April 26 to 28 in Edmonton. In his opening address, AFL president Roy Jamha noted: "Even the Prairies, which have been relatively fortunate in this regard up to now, exceeded the 5 per cent level this winter." The 404 delegates attending the convention heard Jamha discuss not only high unemployment, but the promanagement slant he claims exists in the Alberta Department of Labour. He noted that, while other departments have been revamped, the Labour Department has remained intact as "unique in its makeup from any other, with personnel drawn entirely from the ranks of management and the RCMP. The consequence of this is that management's advantage over us is devastating." He also noted with regret the poor penetration made by organized labour into Alberta.

The convention, comprising delegates from 220 locals representing a total membership of 51,203 workers, endorsed a 13-point program urging the provincial and federal Governments to take steps ensuring full employment and job security. **Demands included co-operative economic planning that would guarantee meaningful employment at fair wages to all citizens, establishment of policies that emphasize socially desirable objectives rather than private enterprise profit, nationalization of industries not acting in the public interest, and development of long-term programs to replace "band-aid work projects."**

In addition to the 13-point program, **delegates approved establishment of a national union for the unemployed** to be undertaken by the CLC, provincial labour federations, and civic labour councils. The purpose of the union would be to provide an effective outlet to direct the grievances of unemployed workers to appropriate agencies and branches of government. Brought before the convention also were resolutions calling for institution of a government-funded education upgrading program, endorsement in principle of the four-day, eight hour workweek; and retention of Alberta Government Telephone ownership in the hands of the province.

Price indexes

Consumer

The consumer price index (1961 = 100) rose 0.1 per cent to 138.5 in June from 138.3 in May and was 4.1 per cent higher than in June a year ago. In June 1972 the housing and transportation components advanced 0.3 per cent; the tobacco and alcohol index rose 0.2 per cent. The components for recreation and reading, and for food, each increased 0.1 per cent. Clothing prices declined 0.2 per cent, and the health and personal care index dropped 0.1 per cent.

The food index decreased 0.1 per cent to 137.5 from 137.4. An increase of 0.8 per cent in restaurant meal prices outweighed a decline of 0.1 per cent in the index of food for home consumption. The slight decline in the prices of food consumed at home was owing to a seasonal decrease in egg quotations and lower prices for several miscellaneous grocery items. Egg prices declined 10.8 per cent between May and June and were more than 5 per cent lower than a year ago. Meat, fish and poultry prices were 0.9 per cent higher in June 1972, and were over 11 per cent higher than a year ago. Beef rose 0.8 per cent, most cuts contributing to the advance. Chicken prices increased 1.4 per cent; pork, on average, rose 0.3 per cent. Fruit prices, on average, rose fractionally compared with increases of more than 3 per cent between May and June in the preceding 3 years. Mixed movements were recorded for fresh fruit, but most canned, dried and frozen fruit prices were marginally lower. The vegetable index advanced 0.6 per cent, recording a smaller increase than between May and June in recent years. Higher prices for potatoes, tomatoes and carrots, and some other fresh vegetables, offset decreases in celery, lettuce and cabbage quotations in the latest month. The dairy products components rose mainly as the result of the removal of earlier specials on butter, ice cream, powdered and evaporated milk, and a general increase in the Winnipeg fluid milk price. The bakery and cereal index rose marginally. Among other foodstuffs, lower prices were recorded for various items including instant and ground coffee, vegetable soup, catsup, jelly powder, and margarine.

The food index was 5.4 per cent above its level of a year ago. The price of food consumed at home increased 5.3 per cent and that of restaurant meals 6.3 per cent, in June 1971.

The housing index rose 0.3 per cent to 142.6 in J from 142.2 in May, mainly because of increases in shelter and household operation components. It was per cent higher than a year ago. The shelter index 0.1 per cent, mainly because of a 0.6 per cent increas new house prices; rents and home-owner repair char each increased 0.1 per cent. Within the household o ation component, which rose 0.5 per cent, household vice charges advanced 1.9 per cent because of increa telephone rates in a number of centres in Ontario Quebec. A 0.7 per cent advance in appliance prices sulted mainly from higher prices for sewing machi electric frying pans and electric stoves. The furni and the household operation items, floor coveri dishes, light bulbs, alarm clocks and garbage cans re tered price increases; cleaning supplies were gener lower in price because of supermarket sales.

The clothing index decreased 0.2 per cent to 131. June from 131.5, mainly because of lower prices men's wear, women's wear, children's wear, and p goods. A decrease of 0.5 per cent in men's wear resu from sale prices for suits, trousers and socks. Sale spring coats and dresses were responsible for a 0.4 cent decline in the women's wear index. Price incre of 0.3 per cent and 1.2 per cent were registered for f wear and clothing services, the latter because of ge ally higher shoe repair, dry cleaning and laur charges. Between June 1971 and June 1972, the clot index rose 2.1 per cent.

The transportation index rose 0.3 per cent to 133. June from 133.2 in May as a result of increases of per cent and 0.3 per cent in inter-city travel and l transportation components. Train fares increased cause of seasonal and non-seasonal factors, and s inter-urban bus fares were raised in Québec and tario. The local transportation index also rose as a tion of a cash-only payment system effectively increa Edmonton bus fares. No change was recorded in the tomobile operation component as marginally hi new car prices, together with widespread advance chassis lubrication charges, offset gasoline price re tions in a number of cities. In the twelve months to J 1972, the transportation index rose 2.7 per cent.

The health and personal care index declined 0.1 per cent to 148.9 in June from 149.0 in May because of lower prices for some personal care supplies such as toilet soap, cleansing tissues and razor blades. Between June 1971 and June 1972, the health and personal care index advanced 4.7 per cent.

The recreation and reading index advanced 0.1 per cent to 139.3 in June from 139.2 in May, and was 2.9 per cent higher than a year ago. Price increases were recorded for phonograph records, bicycles, sports equipment and black-and-white television sets. Colour television sets and stereo combinations decreased in price.

The tobacco and alcohol index rose 0.2 per cent to 132.8 in June from 132.5 in May and was 3.2 per cent above its June 1971 level.

Consumer price index items, when classified by commodities and services, offer another view of the incidence of the change in prices. Between May and June, the services index moved up 0.3 per cent, mainly because of increased telephone rates and higher clothing service and chassis lubrication charges, together with increased train and local and inter-city bus fares. The total commodities index edged up 0.1 per cent as rises of 0.4 per cent for durables and 0.1 per cent for food outweighed 0.1 per cent lower prices for non-durables excluding food. The durables increase was chiefly attributable to higher prices for bicycles, furniture, floor coverings, appliances, and some other household utensils and equipment. The decline for non-durables excluding food was mainly the result of reductions for garments, household cleaning supplies, toiletries and gasoline outweighing increased quotations for tobacco, alcoholic beverages, footwear, phonograph records and sports equipment.

City consumer

Between May and June the consumer price index (1961 = 100) advanced in eight regional cities and city-combinations and declined in four. The movements ranged from an increase of 0.9 per cent in St. John's to a decrease of 0.5 per cent in Thunder Bay. Food indexes rose in five cities, declined in six and remained unchanged in one, reflecting generally higher restaurant meal prices across the country, and mixed movements in quotations for food consumed at home. Housing indexes advanced in 11 cities, mainly as a result of increased rents and higher prices for many home furnishing items; increased telephone rates in Ontario and Québec cities contributed to the rise in the housing index. Clothing indexes rose in seven cities and declined in five. Higher prices for clothing upkeep were recorded in most cities surveyed, but apparel prices were lower in many areas. Transportation indexes rose in nine cities, reflecting increased inter-urban bus and rail fares and higher automobile lubrication charges. The health and personal care components declined in six cities, rose in four and were unchanged in two, mainly as the result of mixed price movements for toiletries. **Recreation and reading components likewise registered mixed movements across the country.** Tobacco and alcohol indexes rose in four cities and were unchanged in eight.

Regional consumer price index point changes between May and June were: On the base 1961 = 100: St. John's +1.2 to 129.2; Saint John +.5 to 130.3; Toronto +.5 to 133.9; Saskatoon-Regina +.5 to 127.6; Edmonton-Calgary +.4 to 133.0; Ottawa +.2 to 134.9; Halifax +.1 to 130.3; Winnipeg +.0 to 132.5; Vancouver −.1 to 131.7; Montreal −.2 to 130.5. On the base 1969 = 100: Quebec City −.3 to 106.7; Thunder Bay −.5 to 106.6.

City indexes are not as comprehensive in price content as the Canada consumer price index, and may underestimate slightly the degree of price movements occurring. In this connection, the shelter component of the city indexes moves on the basis of changes in rents only, whereas changes in both rents and home-ownership costs are included in the Canada index. As a result of home-ownership costs have increased more rapidly than rents, the housing and all-items indexes for cities have tended to underestimate somewhat the rates of price increase, particularly over longer periods. Plans are being made by Statistics Canada to incorporate home-ownership prices in city indexes.

Wholesale

The general wholesale index (1935-39 = 100) advanced 0.3 per cent in June to 306.5 from the revised May index of 305.7. It was 5.9 per cent higher than the June 1971 index of 289.3. Six of the eight major group indexes were higher, and two declined.

The animal products group index rose 1.0 per cent to 372.7 from 369.0 on higher prices for fresh and cured meats and livestock. An advance of 0.5 per cent to 245.5 from 244.4 in the chemical products group index reflected price increases for paint materials and inorganic chemicals. Moderate increases were recorded for four major group indexes: vegetable products to 239.6 from 239.0, textile products to 278.4 from 277.6, non-metallic minerals to 233.3 from 232.5 and iron products to 323.2 from 323.0. The non-ferrous metals products group index declined 0.6 per cent to 264.0 from 265.5 on price decreases for refined copper (export prices) and silver. There was a slight decline in the wood products group index to 425.2 from 425.4.

General topics

Employment review

The seasonally adjusted unemployment rate remained at 6.2 between May and June. The unadjusted rate, representing actual unemployment as a per cent of the labour force, also remained at 6.2 between May and June. The rate increased for persons 25 years of age and over and decreased for persons 14 to 24. By region, the rates declined in the Atlantic and British Columbia and increased in Ontario and Quebec.

Employment. There was an increase in employment between May and June of 36,000. The level was 8,315,000 compared with 8,051,000 a year ago. Employment levels between May and June increased for both men and women 25 years of age and over, and decreased for persons aged 14 to 24. Compared with a year ago, employment advanced 273,000 (3.3 per cent). Regionally there were increases in the Prairies, 32,000, the Atlantic, 14,000, and a decrease in Ontario, 25,000. Québec and British Columbia showed little change.

Unemployment. The level of unemployment increased from 544,000 in May to 553,000 in June. A year ago the level was 539,000. By main age-sex group, there were increases for both men and women 25 and older and small decreases for persons 14 to 24 years of age. By duration, there was a decrease in the number of persons seeking work for under one month and an increase in those seeking work for more than one month. The levels for Ontario and Québec increased, and the levels for the other regions showed small declines.

Participation rate. The participation rate increased to 56.4 in June. In June 1971 the rate was 55.8. It increased for persons 25 years of age and over and declined for persons 14 to 24 years of age. Regionally there were increases in the Prairies and the Atlantic, and a small increase in Québec. Ontario and British Columbia showed small declines.

October credits

Certification before the CLRB, p. 542, is prepared the Employee Representation Branch of the Depa ment of Labour, and covers proceedings under the Ca ada Labour Code, Part V, involving the functions of Canada Labour Relations Board, for which the E ployee Representation Branch of the Department is administrative agency.

Conciliation before the Minister of Labour p. 545, ori nates with the Conciliation and Arbitration Branch the Department of Labour, and covers proceedi under the Canada Labour Code, Part V, involving administrative services of the Minister of Labour a the Conciliation and Arbitration Branch of Department.

Photos. Murray Mosher Photo Features Ltd.: Cov The Public Archives of Canada: p. 508. David Porti and Co., Winnipeg: p. 514. CN Photo: p. 517. NFB: 519, 533, 549. The Aluminum Co. of Canada L Montreal: p. 520.

Gazette error

The heading in the table, "Strikes and Lockouts Invo ing 100 or More Workers, September 1972 (Preli nary)," on p. 500 to 504 inclusive of the September 19 **Gazette** contains an error. "September" should re "May."

nemployment insurance fund

ring June 1972, 23,379 investigations were completed oss Canada. Of these 11,799 were on-premises in-tigations and 2,420 were selective investigations to ify the fulfilment of statutory conditions. The re-ining 1,540 formal investigations and 7,620 post au- investigations were in connection with claimants sus-cted of making false statements to obtain benefits.

nitive disqualifications as a result of claimants mak-false statements or misrepresentations numbered 19. Prosecutions were begun in 136 cases, 135 against imants and one against an employer.

.S. employment

nemployment in June was 5,400,000 compared with 300,000 in May. The seasonally adjusted rate of nemployment in June was 5.5 compared with 5.9 per nt in May; the actual rate of unemployment was 6.1 r cent. The civilian labour force was 88,055,000.

Book reviews

uébec—Only the Beginning. The Manifestoes of the ommon Front; edited by Daniel Drache; New Press, oronto; 272 pages; $3.75 paper, $7.95 cloth.

he turbulent trade union movement has perhaps been oo long neglected in English Canadian publications. his book, second in the New Press Study Québec eries, outlines the Common Front's political stance and xplains the rationale behind the joining of Québec's three major labour organizations for joint negotiation with the provincial Government. Data and case studies are presented to back up the Front's arguments for greater political action by unions.

The manifestoes contained in the book have been passed by the Confederation of National Trade Unions, the Québec Federation of Labour, and the Québec Teachers Corporation. Increased political activity, according to the unions, is the only way for Québecois to maintain control of their province. Concessions by provincial and federal Governments to industry are selling out Québec, the unions argue, and political pressure exercised through unions is necessary for protection of workers' interests. The book outlines Common Front theories for using public capital effectively to stimulate private industry, rather than the subsidization and patronization of industry that it charges is now taking place.

The book offers a clear enunciation of the left wing politico-economic position taken by the Common Front, but cannot be considered an objective look at the situation. Additional perspective can be added either by reading documents outlining the positions of the provincial and federal Governments, or those issued by the CSD, the group of unions that broke away from the Common Front because of policy differences.

Soviet Agricultural Trade Unions, 1917-70, by Peter J. Potichnyj, University of Toronto Press, Toronto, Ontario; 200 pages, $12.50.

Beginning with the experiment of the Butirsky Farm union in 1904-5, this book traces the progress made by the agricultural unions in the Soviet Union and analyzes their present-day functions and powers. After examining these facets, the book concludes that the unions "are beginning to function as channels for a certain amount of genuine pressure in government policy decisions," though warning that they are not directly comparable to Western unions because of the different economic systems.

Certification

The Canada Labour Relations Board met for three days during July. The Board granted four applications for certification, permitted the withdrawal of three, rejected two, and ordered a representation vote in two other counter applications made for the same unit of employees. The Board granted three requests to vary previous Orders of Certification. Reasons for Judgment were issued in one of the rejections and in one of the requests. Twelve applications for certification, two for revocation, and two requests for review were received during the month.

Applications for certification granted. Canadian Air Line Employees' Association on behalf of a unit of employees of Air Canada employed in its Finance Branch in Canada. Employees in the Finance Branch at its Montreal, Qué. headquarters were excluded (LG, Apr., p. 199).

Canadian Marine Officers' Union on behalf of a uni licensed engineers employed by Messabec Limi Montréal, Qué., aboard its vessel "M/V Québec" (Sept., p. 490).

Public Service Alliance of Canada on behalf of a uni office employees and pilot boat crews employed in H fax and Sydney, N.S., St. John's, Nfld., and Saint Jo N.B., by Atlantic Pilotage Authority, Halifax, N.S. (Sept., p. 490).

International Union of Operating Engineers, Local on behalf of a unit of employees employed in the kon Territory by Dawson Construction Limited, V couver, B.C. (LG, Sept., p. 490).

Representation vote ordered. The Board ordered a resentation vote in cross applications for certifica made by the Public Service Alliance of Canada, and Syndicat des Employés de l'Administration de Pilo des Laurentides (CSN), in respect of a unit of emp ees of Laurentian Pilotage Authority, Montréal, Q employed in Montréal, Québec City, and Les Es mins, Qué. The vote is being taken by G. A. Pla Industrial Relations Officer in the Ottawa Office of Canada Department of Labour (LG, Aug., p. 439).

asons for judgment issued. In rejecting an application certification made by Canadian Transportation orkers' Union No. 188, National Council of Canadian bour, in respect of a unit of employees of Kel Truck rvice Ltd., Chatham, Ont. The Board found that the nployees in the proposed bargaining unit were not nployees of the respondent. Teamsters, Chauffeurs, arehousemen and Helpers, Local 880, International otherhood of Teamsters, Chauffeurs, Warehousemen d Helpers of America, intervened to contest the apcation (LG, Aug., p. 439).

directing that its Order of June 9, 1961, certifying the ational Association of Broadcast Employees and echnicians as the bargaining agent for a unit of emoyees of Vantel Broadcasting Co. Ltd., Vancouver, C., be amended: (a) by changing the name of the comny to its present name, British Columbia Television oadcasting System Limited, and (b) by adding to the rgaining unit in the certificate the classifications of m editor, film librarian, and film shipper (LG 1961, . 567, 794, Feb., p. 89) (Reasons for judgment issued; ll text in Supplement No. 5, 1972).

pplication for certification rejected. International ongshoremen's Association Local 1976, applicant, and anadian National Railways, Montréal, Qué., respondnt. The Board found in the application affecting cerin employees of the company at Mulgrave, N.S., that he applicant had not supplied satisfactory evidence of aving members in good standing at the date of the aplication (LG, June, p. 311).

pplications for certification withdrawn. General Truck Drivers' Union, Local 938, International Brotherhood f Teamsters, Chauffeurs, Warehousemen and Helpers f America, applicant, M. J. Campbell Limited, Weston, Ont., respondent, and G. Warren, M. Lee, et L., interveners (employees in Toronto, Brampton and Barrie) (LG, Aug., p. 439).

Warehousemen and Miscellaneous Drivers Union, Local 419, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, applicant, and Weir Movers (1959) Ltd., Scarborough, Ont., respondent (employees in Metropolitan Toronto) (LG, Sept., p. 490).

Requests for review granted. The Board directed that a previous Order of Certification issued on October 3, 1957, as amended on April 7, 1969, affecting the National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers of America, and a unit of employees of Central Mortgage and Housing Corporation, Ottawa, Ont., employed at the Benny Farm Housing Project in Montreal, be further amended by deleting the name of National Union of Operating Engineers of Canada, Local 14850, District 50, United Mine Workers of America and substituting therefor the name of National Union of Operating Engineers of Canada, Local 14850, International Union of District 50, Allied and Technical Workers of the United States and Canada (LG, Sept., p. 489).

The Board directed that the Order of Certification issued by the Wartime Labour Relations Board (National) on May 25, 1946, affecting the Canadian Brotherhood of Railway Employees and Other Transport Workers and a unit of employees of Colonial Coach Lines, Ltd., be amended by deleting the names of the certified bargaining agent and the employer and substituting therefor the names of the Canadian Brotherhood of Railway Transport and General Workers and Voyageur Colonial Limited (LG, Sept., p. 489).

Applications for revocation of certification received. Northern Wings Limited, Sept-Iles, Qué., is the applicant in separate applications for revocation of the Board's Orders of Certification dated May 19, 1960 and June 23, 1967, which certified the International Association of Machinists and Aerospace Workers as the bargaining agent for a unit of ground service personnel and a unit of pilots of the applicant.

Requests for review received. Canadian Union of Public Employees is the applicant in a request for review of the Board's decision dated June 25, 1953, certifying the As-

sociation of Radio and Television Employees of Canada (ARTEC) as the bargaining agent of a unit of employees of the Canadian Broadcasting Corporation.

Smit and Cory International Port Towage Limited (I. H. Mathers and Son Limited, as agents, Halifax, N.S.) is the applicant in a request for review of the Board's Order of Certification, dated June 9, 1972, certifying the Seafarers' International Union of Canada as the bargaining agent of a unit of employees of the applicant employer (LG, Aug., p. 437).

Applications for certification received. General Truck Drivers' Union Local 938, Teamsters, Chauffeurs, Warehousemen and Helpers Union Local 141, and Teamsters, Chauffeurs, Warehousemen and Helpers Union Local 91, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of drivers and maintenance employees of Lou's Transport Co. Ltd., Rexdale, Ont., employed in Toronto and Woodstock, Ont., and Hull, Qué. (See applications for certification withdrawn above).

International Longshoremen's Association, Local 1739, on behalf of a unit of grain elevator employees of Bunge of Canada Limited, Québec, Qué. (Investigating Officer: J. J. de G. Loranger).

Public Service Alliance of Canada on behalf of a unit of employees of Pacific Pilotage Authority, Vancouver, B.C. (Investigating Officer: R. F. Langford).

International Brotherhood of Electrical Workers, Local 264, on behalf of a unit of technical employees of British Columbia Television Broadcasting System Limited, Burnaby, B.C. (Investigating Officer: R. F. Langford).

Cartage and Miscellaneous Employees Union, Local 931, International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, on behalf of a unit of employees of Kenwood's Moving and Storage Limited, Montréal, Qué. (Investigating Officer: J. J. de G. Loranger).

Teamsters Local 213, International Brotherhood Teamsters, Chauffeurs, Warehousemen and Helper America, on behalf of a unit of employees of Dallas Mavis Forwarding Co. (Canada) Ltd., Kelowna, (Investigating Officer: A. A. Franklin).

Canadian Union of Public Employees on behalf of cers of the security force employed by Cape Breton velopment Corporation, Sydney, N.S. (Investigating ficer: R. L. Kervin).

Vancouver Harbour Employees' Association Local International Longshoremen's & Warehousem Union, on behalf of a unit of employees of Pacific tage Authority, Vancouver, B.C. (Investigating Offi R. F. Langford).

International Union, United Plant Guard Worker America, Local 1962, on behalf of a unit of secu guards employed by CFTO TV Limited, Toronto, (Investigating Officer: H. A. Fisher).

National Association of Broadcast Employees Technicians on behalf of a unit of employees of M tiple Access Limited, Toronto, Ont. employed at bro casting stations CFCF-TV, CFCF, CFQR-FM CFCX, Montreal, Qué. (Investigating Officer: J. J G. Loranger).

Communication Workers of Canada, Local 6, on be of a unit of employees of Northern Telephone Limi New Liskeard, Ont. (Investigating Officer: H. A. Fish

Seafarers' International Union of Canada on behalf unit of unlicensed personnel employed by Coopéra de Transport Maritime et Aérien, Cap-aux-Meules, de-la-Madeleine, Qué. (Investigating Officer: S. Payne).

Conciliation

During July the Minister of Labour appointed conciliation officers to deal with the following disputes:

Rivière Transport Limited, Montebello, Qué., and Transport Drivers, Warehousemen and Helpers' Union, Local 106 (Conciliation Officer: J. J. de Gaspé Loranger).

Yukon Freight Lines Limited, Whitehorse, Y.T., and International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America, Locals 31 and 52 (Conciliation Officer: R. F. Langford).

Charlottetown Steamship Company Limited; Coopérative de Transport Maritime et Aérien; and H. B. Willis Incorporated, Charlottetown, P.E.I., and Labourers' Protective Union, Local 9568 (Conciliation Officer: C. A. Ogden).

Smit and Cory International Port Towage Limited, Halifax, N.S., and Seafarers' International Union of Canada (Conciliation Officer: C. A. Ogden).

Kraus Transport Ltd., Mississauga, Ont., and General Truck Drivers' Union, Local 938 (Conciliation Officer: H. A. Fisher).

Superior Cartage (Lakehead) Limited, Thunder Bay, Ont., and Teamsters' International Union, Local 990 (Conciliation Officer: A. E. Koppel).

Settlements by conciliation officers. British Columbia Television Broadcasting System Limited (CHAN-TV), Vancouver, B.C., and National Association of Broadcast Employees and Technicians (Conciliation Officers: D. H. Cameron and R. F. Langford) (LG, July, p. 377).

Canadian Pacific Railway Company (British Columbia Coast Steamship Service), Vancouver, B.C., and Seafarers' International Union of Canada (Conciliation Officer: D. H. Cameron) (reassigned to D. S. Tysoe) (LG, July, p. 378).

The J. P. Porter Company Limited; Canadian Dredge and Dock Co. Limited; Richelieu Dredging Corporation Inc.; McNamara Marine and T. C. Gorman, and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne) (LG, Aug., p. 434).

Prilam Shipping Co. Ltd., Montreal, Qué. (formerly Messagerie Cotière Limitée) and Seafarers' International Union of Canada (Conciliation Officer: S. T. Payne) (reassigned to J. J. de Gaspé Loranger) (LG, Aug., p. 434).

Messabec Limitée, Montreal, Qué., and Seafarers' International Union of Canada (Conciliation Officer: M. Archambault) (LG, Aug., p. 435).

Halterm Limited, Port of Halifax, and International Longshoremen's Association, Local 269 (Conciliation Officers; C. A. Ogden and R. L. Kervin) (LG, Aug., p. 435).

Canadian National Newfoundland Steamship Service, and Canadian National Railway Company (Yarmouth-Bar Harbour Ferry Service) and Canadian Brotherhood of Railway, Transport and General Workers (Conciliation Officer: C. A. Ogden) (reassigned to R. L. Kervin) (LG, July, p. 378).

Ogilvie Flour Mills Company Limited, Montreal, Qué., and National Syndicate of Employees of Ogilvie Flour Mills Company Limited (CNTU) (Conciliation Officer: J. J. de Gaspé Loranger) (LG, May, p. 250).

Conrad Brothers Limited, Dartmouth, N.S., and Canadian Brotherhood of Railway, Transport and General Workers, Local 606A. (Conciliation Officer: R. L. Kervin) (LG, Sept., p. 491).

Westcoast Transmission Company Limited, Vancouver, B.C., and Local 9-862, Oil, Chemical and Atomic Workers International Union (representing a unit of mechanics, operators and technicians employed at the company's Fort Nelson Gas Processing Plant) (Conciliation Officer: George W. Rogers) (LG, July, p. 378).

Conciliation boards appointed. Kent Line Limited, Saint John, N.B., and Seafarers' International Union of Canada (LG, Sept., p. 491).

MacKays Transport Company Ltd., Lloydminster, Alta., and General Teamsters, Local Union No. 362 (LG, Aug., p. 434).

Conciliation boards fully constituted. The Board of Conciliation and Investigation established to deal with a dispute between British Columbia Maritime Employers' Association, and International Longshoremen's and Warehousemen's Union—Canadian Area (LG, Sept., p. 491) was fully constituted with the appointment of Dr. Noel A. Hall of Vancouver as chairman. Dr. Hall was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, nominee for the Employers' Association, R. A. Mahoney, and union nominee William Stewart, both of Vancouver.

The Board of Conciliation and Investigation established to deal with a dispute between Wardair Canada Ltd., Edmonton, Alta., and Canadian Air Line Flight Attendants' Association (LG, Sept., p. 493) was fully constituted with the appointment of Thomas C. O'Connor of Toronto as chairman. Mr. O'Connor was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee A. O. Ackroyd, and union nominee Roy Jamha, both of Edmonton.

The Board of Conciliation and Investigation established to deal with a dispute between National Harbours Board, Port of Montreal, and the National Syndicate of Employees of the Port of Montreal (CNTU) (representing general forces, grain elevator and cold storage employees) (LG, Sept., p. 493) was fully constituted with the appointment of Reuben Spector, Q.C., of Montreal as chairman. Mr. Spector was appointed by the Minister in the absence of a joint recommendation from the other two members of the Board, company nominee Robert Hénault, and union nominee Leon Lepage, both of Montréal.

The Board of Conciliation and Investigation established to deal with a dispute between Canadian National Hotels Limited (Chateau Laurier Hotel), Ottawa, Ont., and Canadian Brotherhood of Railway, Transport and General Workers (LG, Sept., p. 493) was fully constituted with the appointment of Prof. E. E. Palmer of London as chairman. Prof. Palmer was appointed by the Minister on the joint recommendation of the other two members of the Board, company nominee J. W. Healy, Q.C., Toronto, and union nominee Gordon McCaffrey, Ottawa.

The Board of Conciliation and Investigation establi to deal with a dispute between Canada Steamship L Limited, Montreal, Qué., and Brotherhood of Rail Airline and Steamship Clerks, Freight Handlers, press and Station Employees (LG, Sept., p. 493) fully constituted with the appointment of Stanle Hartt of Montreal as chairman. Mr. Hartt was pointed by the Minister on the joint recommendatio the other two members of the Board, company nom D. J. A. MacSween, Montreal, and union nom Douglas Fisher, Stittsville, Ont.

Conciliation board reports received. Canadian Tr Company, Windsor, Ont., and Teamsters, Chauff Warehousemen and Helpers, Local 880 (LG, Jul 379). (Full text appears in Supplement No. 4, 1972).

Maritime Employers' Association (The Shipping Fe ation of Canada, Inc.) and Locals 1657 and 1605, I national Longshoremen's Association (LG, Aug 436). (Full text appears in Supplement No. 4, 1972).

Boyd's Express Ltd.; Central Truck Lines Ltd., an John's Iberville Transport, Montreal, Qué., and Tr port Drivers, Warehousemen and Helpers Union, L 106 (LG, Sept., p. 493). (Full text appears in Sup ment No. 4, 1972).

Canadian Pacific Railway Company (S.S. "Prince Acadia", Bay of Fundy Service) and Seafarers' Inte tional Union of Canada (LG, Sept., p. 493). (Full appears in Supplement No. 4, 1972).

Settlements reached by conciliation boards. M Transport Industrial Relations Bureau of Québec ((representing certain member trucking companie Québec falling within federal jurisdiction) and Tr port Drivers, Warehousemen and Helpers Union, L 106 (LG, Sept., p. 493) (parties accepted B recommendations).

Soo-Security Motorways Ltd., Winnipeg, Man., Teamsters' Locals 979, 990, 395 and 362 (LG, p. 379).

Settlement reached prior to commencement of b hearings. National Harbours Board, Port Colbo Ont., and United Steelworkers of America (settler reached with the mediation assistance of H. A. Fi and K. Hulse).

Decisions of the umpire

UB 3125 The claimant submitted a claim for benefits ting that he had last worked as a lumberjack for 5 a day, and that the job had lasted from May 19, 70 to December 17, 1970 inclusive. He had stopped rking because there was no further employment on at job.

his report for the two-week period beginning January 1971 the claimant stated that he had received a bonus $65 for Christmas 1970, and another of $65 for New ear's Day. He indicated that the amount of $130 rep- sented five days bonus, and that he had completed 0 days during 1970.

he company informed the Commission on February 5, 71 that, under their collective agreement, an em- oyee who had 150 working days to his credit, and hose job ended after December 5 because of a short- ge of work, was entitled to five days leave, starting ith a half day Christmas Eve until the day after New ear's Day. The employer noted also that the claimant as laid off on December 17 for lack of work, and that e had received an amount of $130 for this time off.

view of the foregoing, the insurance officer informed e claimant that pay for a holiday or non-working day mediately preceding or following the holiday was nsidered earnings attributable to the days for which ey were payable, and accordingly the claimant's earn- gs had been determined as $65 for the week begin- ing December 20, 1970, and $65 for the week begin- ing December 27, 1970.

During an interview at the district office on February 9, 1971 the claimant said that the amounts received represented two half days in the week of December 20, and another two half days in that of December 27, 1970. He alleged he was entitled to this bonus as he had completed 150 working days during 1970. He further asked, "Were they really earnings in the weeks beginning December 20 and 27, 1970 when my work ended on December 16, 1970?"

The employer wrote the district office on February 11 regarding interpretation of the company's bonus clause. He explained that any employee who had not been laid off prior to the 20 days preceding the holiday season was entitled to a bonus equivalent to five working days, which was paid to him the day following that on which the camps were reopened after the holidays. This was a type of encouragement for employees to return after the holidays, as well as compensation for those who might be laid off after December 5 of each year. Further, they were not allocated a working day for this bonus, and no day of seniority was calculated on the basis of this bonus.

The claimant entered an appeal to the Board of Referees on April 21, stating that the bonus he was paid during December 1970 was a gratuitous bonus and could

not be regarded as earnings. The claimant did not appear before the Board of Referees when his case was heard on May 27, 1971 but was represented by a union delegate. The company manager was also present.

Both parties established that the prevailing intention at the time this bonus was instituted was to encourage employees to return to work after the holiday period, and the employer declared that the improvement in holiday returnees was 90 per cent.

"It must therefore be assumed," the Board said in its conclusions, "that these sums are paid under an employment contract on condition that the employee remain on the job until the end of the season, or as long as his services are required, and they accordingly cannot be regarded as premiums or gratuities properly so called, as they are provided for under the agreement, and further, are to be spread over the period for which they were earned or paid."

A majority of the Board of Referees decided to uphold the insurance officer's decision and dismiss the appeal. One of the Board members dissented.

"The sum of money paid to the claimant as a bonus is not to be regarded as earnings within the meaning of the Unemployment Insurance Act," he said. "In this case the term bonus must be regarded as a gift or compensation for services previously rendered. This bonus may be disguised as a sick leave payment accumulated prior to cessation of employment. The advantages for an employer of granting a bonus at the cessation of employment are that it encourages employees to return to work or encourages the employer, who is presumed to have a social conscience. The term bonus may also be defined as compensation."

In the collective agreement it was stated that any employee who has acquired a right after a period of service and who does not have the right because industry shutdown prevents settlement of payment for days off with pay during this period is entitled to a lump sum equivalent to five working days, as a bonus, while operations are shut down before the holiday period, and these employees cannot be regulated for any reason to acquire days off with pay, namely Christmas Day, New Year's Day, Christmas Eve and New Year's Eve.

After questioning the employer's representative o
intent of the negotiations and bonus paid to the c
ants, the dissenter said, it was obvious that this b
was not in compensation for the days off with pa
tween December 17, 1970 and January 3, 1971 bu
paid to encourage employees to return to work aft
holiday period.

In the same testimony the employer's representativ
gether with the union representative, had indicate
the intent of the collective labour agreement o
term bonus was as a counter-proposal by the emp
in response to a union demand for a monthly ho
paid for by the employer, for every employee i
service.

"In conclusion, in this case, it is my opinion tha
bonus of $130 cannot be regarded as earnings w
the meaning of the Act, or as compensation for the
off with pay to which he would have been entitled
had continued to work during the period from De
ber 17 to January 3 of the following year."

The claimant's union then appealed to the Umpire
drew attention to the employer's statement that the
ments made to the claimant were paid to him as "a
erance allowance," that they were "purely and en
on a gratuitous basis," and that "there was absolute
condition or provision in the employees' contract o
vice implied or written that required the employ
grant these concessions." Moreover, the record sh
that the payments were payable prior to, and in
templation of, the termination of the claimant's co
of service.

In view of the foregoing, the Umpire believed tha
payments made to the claimant by his employer w
the nature of an income and not to be consider
earnings.

"As gratuity or simple generosity is the essential ch
teristic of a bonus within the meaning of the Ac
the Regulations," he said, "the monies received b
claimant in conformity with the provisions of the c
tive agreement were not a bonus." The union's a
was therefore dismissed.

Railway arbitration

Three new cases were heard by the Canadian Railway Office of Arbitration in Montreal on June 13, 1972. Two of the grievances were dismissed, the other allowed in part.

Case No. 363: Dispute between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over the company's assessment of 10 demerit marks given to a warehouseman for property damage.

In his statement, the warehouseman said that he was backing into the door of a shed when he noticed that the clearance overhead was not sufficiently rolled up. When he stopped his machine, it locked into reverse gear, and when he tried to get it out of gear, it rolled back and struck the door. The company contended that the grievor should have set the brake and reported to his supervisor. The union objected to the company's investigation, saying that the grievor did not receive a fair and impartial hearing. The investigating officer, in fact, had mentioned other accidents that the grievor had allegedly been involved in, and, although the union objected, these objections were not recorded in the transcript. Although this inaccuracy was noted by the arbitrator, he did not believe that it vitiated the entire investigation or prejudiced the union's case. He did, however, request that the discipline imposed on the grievor be reduced to five demerit marks.

Case No. 364: Dispute between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees over demerit marks given to a warehouseman over careless handling of goods. The grievor was supposed to replace a loaded container with an empty one, but inadvertently replaced it with a full container that was mixed in with empties and shipped to another destination. The union objected that the warehouseman was not given sufficient notice of the investigation, and that the investigating officer, as in Case No. 363, had failed to record an objection made by the union representative. In the arbitrator's opinion, the agreement had not been violated; the investigation had, according to the agreement, taken place "as soon as possible" after the mistake was made. In this particular case, the error was not discovered until four days later. There was no doubt in the arbitrator's mind that the grievor had acted carelessly, and five demerit marks were not considered to be unduly harsh. The grievance was therefore dismissed.

Case No. 365: Dispute between CN and the Brotherhood of Railway, Airline and Steamship Clerks, Freight Handlers, Express and Station Employees, over the word "caution" assessed against the record of a motorman.

A motorman was involved in an accident that caused considerable damage to company property. The union said that the accident was caused by improperly tractioned tires, and claimed that the grievor was not given proper notice of "the charges against him." On studying the evidence, the arbitrator concluded that the condition of the tires had little, if anything, to do with the accident, and that when the grievor was notified that there was to be an investigation, he knew exactly what it was about. In the arbitrator's opinion, there was little doubt that the grievor's carelessness had caused the accident, and he stated that the discipline imposed was the least possible under the circumstances.

Publications in the library

List No. 282

The publications listed below are recent acquisitions. They may be borrowed through a local library (business, university, public, etc.) or directly if there is no local library. Please indicate the publication numeral and the month listed, when requesting loans.

Accident prevention

No. 1—Bureau of National Affairs, Washington, D.C. ABC of the Job safety and health act; the law in brief, checklists, text of the act. Prepared by the editorial staff of the Bureau of National Affairs, inc. Washington [1971] 46 p.

Automobile industry and trade

No. 2—White, Lawrence Jay. The automobile industry since 1945. Cambridge, Mass., Harvard University Press, 1971. 348 p.

Biographies—labour leaders

No. 3—Charpentier, Alfred. Cinquante ans d'action ouvrière; les mémoires d'Alfred Charpentier présentés par Gérard Dion. Québec, Les Presses de l'Université Laval, 1971. 539 p.

Public service

No. 4—Macy, John Williams. Public service; the human side of government. [1st ed.] New York, Harper & Row [1971] 304 p.

Collective agreements

No. 5—Canada. Department of Labour. Economics and Research Branch. Provisions in collective agreements covering office employees in Canadian manufacturing industries (1971). [Ottawa] 1971. 93 p.

No. 6—International Labour Organizatio n. Accord base et déclarations communes en matière de relati professionnelles. Genève, Bureau international du T vail, 1971. 246 p.

Collective bargaining

No. 7—Adell, Bernard Leo. Collective bargaining university faculty in Canada [by] B. L. Adell & D. Carter. Kingston, Ont., Queen's University, Indust Relations Centre [c1972] 95 p.

No. 8—Carter, Barbara. Pickets, parents, and power; story behind the New York City teachers' strike. N York, Citation Press, 1971. 178 p.

No. 9—Collective Bargaining Forum, New York, 19 Collective bargaining today; proceedings of the Col tive Bargaining Forum, 1970; a conference sponso by the Institute of Collective Bargaining and Group lations, May 18-20, 1970, New York City. Washing Bureau of National Affairs [c1971] 462 p.

No. 10—Craft, James A. Fire fighter strategy in w negotiations. Lafayette, Ind., Purdue University, H man C. Krannert Graduate School of Industrial ministration, 1971. 22, 9 p.

No. 11—Davey, Harold William. Contemporary col tive bargaining. 3rd ed. Englewood Cliffs, N.J., Pr tice-Hall [1972] 402 p.

. 12—Labor-Management Relations Service. Cities n together for bargaining: the experience in Min- ota and British Columbia. [Washington, 1971] 16 p.

. 13—Mills, Daniel Quinn. Industrial relations and npower in construction. Cambridge, Mass., MIT ss [c1972] 297 p.

. 14—Murphy, Edward F. Management vs. the ions; how to win. New York, Stein and Day [1971] 0 p.

o. 15—Palombo, Raymond N. Collective bargaining d the merit system in the City of New York. [Ann Ar- r, University Microfilms, 1972] 199 p.

o. 16—Thompson, Lawrence Hyde. Product market ructure and collective wage determination: a study of wspaper publishing and construction in Detroit. [Ann rbor, University Microfilms, 1972] 279 p.

o. 17—Washington (State) Public Employees Collec- ve Bargaining Committee. Public employees collective argaining in Washington: biennial report submitted to e session of the Washington State Legislature. 1st- 969/71- [Olympia, 1971- Library has: 1969/71.

ontainerization

o. 18—Johnson, K. M. The economics of contain- isation [by] K. M. Johnson [and] H. C. Garnett. Lon- on, Allen & Unwin [1971] 216 p.

orporations

o. 19—Bannock, Graham. The juggernauts: the age of ne big corporations. London, Weidenfeld and Nicolson c1971] 363 p.

Corporations, international

No. 20—American Federation of Labor and Congress of Industrial Organizations. Maritime Trades Department. Foreign trade: impact of the multinationals; a report prepared for the AFL-CIO Maritime Trades Depart- nent, Executive Board Meeting, February 10-11, 1972. Washington, 1972] 22 p.

No. 21—Levinson, Charles. Capital, inflation and the multinationals. London, Allen and Unwin [1971] 229 p.

Day nurseries

No. 22—New York. New School for Social Research. Center for New York City Affairs. Costs of day care: implications for public policy. New York, 1971. 14 p.

Discrimination in employment

No. 23—U.S. Congress. House. Committee on Education and Labor. General Subcommittee on Labor. Equal employment opportunity enforcement procedures. Hearings, Ninety-second Congress, first session, on H.R. 1746 . . . March 3, 4, and 18, 1971. Washington, GPO, 1971. 521 p.

Economic conditions

No. 24—American Federation of Labor and Congress of Industrial Organizations. Maritime Trades Department. Economic report 1972: the crisis deepens; presented to AFL-CIO Maritime Trades Department, Executive Board Meeting, February 10-11, 1972. [Washington, 1972] 52 p.

No. 25—Carter, Anne P. Structural change in the American economy. Cambridge, Mass., Harvard University Press, 1970. 292 p.

No. 26—Conference Board. The U.S. economy in 1990. Prepared by the Conference Board for the White House Conference on the Industrial World Ahead: a Look at Business in 1990. New York, 1972. [31] p.

No. 27—Davis, Lance Edwin. Institutional change and American economic growth, by Lance E. Davis and Douglass C. North. With the assistance of Calla Smorodin. Cambridge [Eng.] University Press, 1971. 282 p.

Economics

No. 28—Boreham, Gordon Francis. Contemporary economic thinking; selected readings. Toronto, Holt, Rinehart and Winston [c1971] 566 p.

No. 29—Trade, balance of payments and growth; papers in international economics in honor of Charles P. Kindleberger. Edited by Jagdish N. Bhagwati, Ronald W. Jones, Robert A. Mundell [and] Jaroslav Vanek. Amsterdam, North-Holland Pub. Co., 1971. 532 p. Partial contents: Trade and minimum wage rates, by Louis Lefeber. The theory of trade and growth: a diagrammatic analysis, by Harry G. Johnson. Migration, the terms of trade, and economic welfare in the source country, by

Peter B. Kenen. On the trail of conventional beliefs about the transfer problem, by Paul A. Samuelson. Export-led growth and the new economic history, by Richard E. Caves. Publications of Charles P. Kindlerberger (p. 524-529).

Employees' representation in management

No. 30—Coates, Ken, comp. Workers' control: a book of readings and witnesses for workers' control; edited by Ken Coates and Tony Topham. [Rev. ed.] [London] Panther [1970] 464 p.

Employers' associations

No. 31—Role of employers' organisations in Asian countries; record of proceedings of, and documents sumitted to, an Asian Round Table (Tokyo, December 1970). Geneva, International Labour Office, 1971. 344 p.

Fringe benefits

No. 32—Ehrenberg, Ronald Gordon. Fringe benefits and overtime behavior; theoretical and econometric analysis. Lexington, Mass., Lexington Books [1971] 161 p.

Labour laws and legislation

No. 33—Gagnon, Robert. Droit du travail en vigueur au Québec [par] Robert Gagnon, Louis LeBel [et] Pierre Verge. Québec, Presses de l'Université Laval, 1971. 441 p.

No. 34—Great Britain. Department of Employment. Code of industrial relations practice; consultative document. [London, 1971] 29 p.

Labour organization

No. 35—Schlossberg, Stephen I. Organizing and the law. Rev. ed. by Stephen I. Schlossberg and Frederick E. Sherman. Washington, Bureau of National Affairs [c1971] 304 p.

Labour organization—history

No. 36—Mitchell, Harvey. Workers & protest; the European labor movement, the working classes and the origins of social democracy, 1890-1914 [by] Harvey Mitchell [and] Peter N. Stearns. Itasca, Ill., F. E. Peacock [1971] 250 p.

Labour organization—political activities

No. 37—Houseman, Gerald Laverne. Trade unions a the Australian Labor Party: a study of the political c sequences of affiliation. [Ann Arbor, Mich., Univers Microfilms, 1972] 246 p.

No. 38—Morris, George. Rebellion in the unions handbook for rank and file action. New York, New O look Publishers, 1971. 159 p.

Married women—employment

No. 39—Rapoport, Rhona. Dual-career families [Rhona Rapoport and Robert N. Rapoport. [H mondsworth, Eng.] Penguin Books [1971] [329] p.

National labor relations act, 1935 (U.S.)

No. 40—U.S. National Labor Relations Board. A l man's guide to basic law under the National labor re tions act. Rev. ed. Washington, GPO, 1971. 59 p.

Productivity of labour

No. 41—Cliff, Tony. The employers' offensive; prod tivity deals and how to fight them. [London, Pluto Pr 1970] 234 p.

No. 42—Whitmore, Dennis Ainsworth. Measurem and control of indirect work. New York, American E vier Pub. Co., 1971. 275 p.

Social conditions

No. 43—Bauer, Raymond Augustine. Social indicat Cambridge, Mass., M.I.T. Press [1966] 357 p.

Wages on dismissal

No. 44—Parker, Stanley Robert. Effects of the Red dancy payments act, by S. R. Parker [and others] L don, HMSO, 1971. 225 p.

Women—legal status, laws, etc.

No. 45—Amundsen, Kirsten. The silenced majo women and American democracy. Englewood Cl N.J., Prentice-Hall [1971] 184 p.

Labour statistics

Principal Items	Date	Amount	Percentage Change from Previous Month	Percentage Change from Previous Year
		(in thousands)		
TOTAL CIVILIAN LABOUR FORCE*				
Week ended June 17, 1972		9,149	+ 2.8	+ 3.3
Employed	June	8,581	+ 2.8	+ 3.3
Agriculture	"	537	+ 2.3	— 1.3
Non-agriculture	"	8,044	+ 2.9	+ 3.6
Paid workers	"	7,492	+ 2.8	+ 4.0
At work 35 hours or more	"	6,915	+ 4.0	+ 2.7
At work less than 35 hours	"	1,302	— 4.4	+ 3.8
Employed but not at work	"	364	— 9.6	+ 12.7
Unemployed	"	568	+ 2.9	+ 3.1
Atlantic	"	52	— 17.5	+ 10.6
Québec	"	200	— 2.9	+ 4.7
Ontario	"	191	+ 25.7	— 1.5
Prairie	"	50	— 9.1	— 5.7
British Columbia	"	75	— 1.3	+ 13.6
Without work and seeking work	"	553	+ 4.5	+ 3.4
On temporary layoff up to 30 days	"	15	— 34.8	— 6.2
INDUSTRIAL EMPLOYMENT (1961 = 100)†	April	126.7	+ 0.6	+ 1.5
Manufacturing employment (1961 = 100)†	"	122.2	+ 0.8	+ 2.3
IMMIGRATION	1st 3 mths. 1972	23,567	—	— 15.5
Destined to the labour force	"	11,864	—	— 20.3
STRIKES AND LOCKOUTS				
Strikes and lockouts	June	117	+ 9.3	— 11.4
No. of workers involved	"	118,587	+ 90.7	+149.2
Duration in man days	"	1,209,780	+ 17.8	+318.0
EARNINGS AND INCOME				
Average weekly wages and salaries (ind. comp.)†	April	147.93	+ 1.4	+ 9.0
Average hourly earnings (mfg.)†	"	3.50	+ 1.2	+ 8.4
Average weekly hours paid†	"	40.4	+ 1.3	+ 1.5
Consumer price index (1961 = 100)	July	140.2	+ 0.8	+ 10.6
Index numbers of weekly wages in 1961 dollars (1961 = 100)‡	April	137.3	+ 2.4	+ 5.5
Total labour income (millions of dollars)†	"	4,565.6	+ 0.8	+ 10.6
INDUSTRIAL PRODUCTION†				
Total (average 1961 = 100)	June	194.2	+ 0.9	+ 5.9
Manufacturing	"	191.1	+ 1.4	+ 6.3
Durables	"	214.7	—	+ 5.3
Non-durables	"	172.4	+ 2.9	+ 7.3
NEW RESIDENTIAL CONSTRUCTION**				
Starts	June	21,903	+ 5.3	+ 20.0
Completions	"	16,913	— 1.8	+ 56.3
Under construction	"	148,225	+ 3.3	+ 16.9

†Estimates of the labour force, the employed and the unemployed, are from **The Labour Force**, a monthly publication of Statistics Canada, which, in addition, contains the characteristics of the labour force, together with definitions and explanatory notes.
‡Revised advance data.
§Preliminary.
*Centres of 10,000 population or more.

Strikes and Lockouts

Statistical information on work stoppages in Canada is compiled by the Economics and Research Branch of the Canada Departme Labour on the basis of reports from the Canada Manpower Division, Department of Manpower and Immigration. The first three tabl this section cover strikes and lockouts that amount to ten or more man-days. The number of workers involved includes all worker ported on strike or lockout out, whether or not they all belonged to the union directly involved in the disputes leading to the work s pages. Workers indirectly affected, such as those laid off as a result of a work stoppage, are not included.

Strikes and Lockouts, 1967-1972

Month or Year	Strikes and Lockouts Beginning During Month or Year	Strikes and Lockouts in Existence During Month or Y: Strikes and Lockout	Workers Involved	Duration in Man-D: Man-Days	Per Ce Estim Wor
1967	498	522	252,018	3,974,760	
1968	559	582	223,562	5,032,730	
1969	566	595	306,799	7,751,880	
1970	503	542	261,706	6,539,560	
†1971	547	569	239,631	2,866,590	
†1971—June	82	132	47,586	289,450	
July	48	114	38,790	326,680	
August	63	126	28,767	369,510	
September	40	118	28,021	286,600	
October	38	101	36,673	316,470	
November	46	94	20,240	232,810	
December	27	81	14,171	152,590	
†1972—January	39	80	16,967	133,640	
February	35	78	28,153	239,330	
March	40	89	231,680	370,120	
*April	38	94	232,706	1,812,570	
*May	50	107	62,198	1,026,810	
*June	55	117	118,587	1,209,780	

*Preliminary. †Revised.

Strikes and Lockouts, June, 1972, by Industry, (Preliminary)

Industry	In Effect During Month: Number Beginning During Month	Strikes and Lockouts	Workers Involved	Man-Days
Forestry	1	2	830	17,780
Mines	4	8	6,129	55,000
Manufacturing	27	62	48,106	545,510
Construction	3	8	24,292	332,430
Transportation and utilities	6	11	24,238	115,980
Trade	2	9	803	14,750
Finance	1	1	224	1,340
Service	6	8	1,146	6,320
Public administration	5	8	12,819	120,670
ALL INDUSTRIES	55	117	118,587	1,209,780

Strikes and Lockouts, June, 1972, by Jurisdiction (Preliminary)

Jurisdiction	In Effect During M: Number Beginning During Month	Strikes and Lockouts	Workers Involved	M
Newfoundland	3	4	2,540	2
Prince Edward Island	—	—	—	
Nova Scotia	6	6	3,157	1
New Brunswick	1	3	2,020	1
Québec	14	33	24,232	16
Ontario	20	39	19,977	16
Manitoba	2	3	592	
Saskatchewan	4	7	2,194	2
Alberta	1	1	125	
British Columbia	1	15	56,117	72
Federal	3	6	7,633	7
ALL JURISDICTIONS	55	117	118,587	1,20

Strikes and Lockouts Involving 100 or More Workers, June, 1972 (Preliminary)

Industry Employer Location	Union	Duration in Man-Days Date Workers Involved	 June	Starting Major Issues Accumulated	 Termination Date	Result
Forestry						
Forest Industrial Relations, Coast-wide, B.C.	Woodworkers (AFL-CIO/CLC)	800	17,600	40,400	Apr. 17 —	Workers want to equalize earnings in all camps—
Mines						
Metal						
Brunswick Mining (Noranda Ltd.) Bathurst, N.B.	Steelworkers Loc. 5385 (AFL-CIO/CLC)	950	950	3,800	May 27 June 2	Protesting disciplinary measures meted to a worker—Return of workers pending discussions between Management and Labour
Québec Iron & Titanium Corp., Havre St. Pierre, Qué.	Steelworkers Loc. 446 (AFL-CIO/CLC)	250	5,500	6,250	May 29 —	Wages, working conditions—
Iron Ore Co. of Canada, Labrador City, Nfld.	Steelworkers Locs. 5795 & 6731 (AFL-CIO/CLC)	2,085	22,940	22,940	June 16 —	Wages, other benefits—
Iron Ore Co. of Canada, Sept-Iles, Qué.	Steelworkers (AFL-CIO/CLC)	500	500	500	June 16 June 19	Wages—Not reported
Iron Ore Co. of Canada, Schefferville, Qué.	Steelworkers Loc. 5567 (AFL-CIO/CLC)	850	8,500	8,500	June 17 —	Wages, working conditions, pension plan—
Québec Cartier Mining, Gagnon and Port Cartier, Qué.	Steelworkers Loc. 5778 (AFL-CIO/CLC)	1,250	11,250	11,250	June 20 —	Wages, working conditions, pension plan—
NON-METAL						
Cominco Potash, Vanscoy, Sask.	Steelworkers Loc. 7552 (AFL-CIO/CLC)	202	4,440	5,250	May 26 —	Alleged breakfown in negotiations—
Manufacturing						
FOOD AND BEVERAGES						
Great A & P Tea Co. Ltd., Montreal, Qué.	Bakery Workers Loc. 55 (AFL-CIO/CLC)	100	1,100	2,900	May 8 June 14	Not reported—Not reported
Dare Food (Biscuit Division) Ltd. Kitchener, Ont.	Brewery workers Loc. 173 (AFL-CIO/CLC)	380	8,360	9,690	May 26 —	Wages, hours—
Humpty Dumpty (Potato Chips Division), Metro Toronto, Ont.	Retail, Wholesale Employees Loc. 461 (AFL-CIO/CLC)	170	1,360	1,360	June 6 June 16	Not reported—Not reported
General Foods Ltd., Cobourg, Ont.	Food Workers Loc. P1230 (AFL-CIO/CLC)	800	2,400	2,400	June 14 June 19	Wages—Return of workers
General Foods Ltd., Cobourg, Ont.	Food Workers Loc. P1230 (AFL-CIO/CLC)	800	6,400	6,400	June 21 —	Wages—

Strikes and Lockouts Involving 100 or More Workers, June, 1972 (Preliminary) (Cont.)

Industry / Employer / Location	Union	Duration in Man-Days: Workers Involved	Duration in Man-Days: June	Date Starting: Major Issues Accumulated	Date Starting: Termination Date	Result
Bonavista Cold Storage Ltd., Bonavista, Nfld.	Food Workers (AFL-CIO/CLC)	300	600	600	June 29	Wages, hours, overtime paid holidays–
TEXTILES						
Celanese Canada, Drummondville, Qué.	Textile Workers' Union Loc. 1730 (AFL-CIO/CLC)	160	480	1,600	May 22 June 5	Wages, other matters–W increase in a 3-yr. contract
Canadian Celanese, Drummondville, Qué.	Textile Workers' Union Loc. 1435 (AFL-CIO/CLC)	1,650	4,950	4,950	June 28	Not reported–
WOOD						
Canada Veneers, Pembroke, Ont.	Carpenters Loc. 2754 (AFL-CIO/CLC)	210	1,890	2,310	May 30 June 14	Wages, hours–20¢ an hr. crease eff. Mar. 1, 1972, Jan. 1, 1973, 5¢ Apr. 1, 1973; an hr. night shift premium duction in hours from 42½ t eff. Feb. 1, 1974.
Fourteen woodworkers firms, Québec, Qué.	Building and Woodworkers' Federation (CNTU)	300	6,000	6,000	June 5	Wages, vacations, holidays–
Forest Industrial Relations, Various locations, British Columbia	Woodworkers various locals (AFL-CIO/CLC)	28,000	336,000	336,000	June 15 –	Wages, other benefits–
FURNITURE AND FIXTURES						
Sunar Industries, Montreal, Qué.	Building and Woodworkers' Federation (CNTU)	150	2,700	2,700	June 7 –	Not reported–
PRINTING AND PUBLISHING						
The Regina Employing Printers Association, Regina, Sask.	Various unions	130	2,860	4,420	May 15 –	Wages–
PRIMARY METALS						
Sydney Steel Corporation, Sydney, N.S.	Steelworkers Loc. 1064 (AFL-CIO/CLC)	2,700	8,100	8,100	June 14 June 17	Protesting a company dec to close a bar mill–Retur workers
Interprovincial Steel & Pipe Corp. Ltd., Regina, Sask.	Steelworkers Loc. 5606 (AFL-CIO/CLC)	850	3,830	3,830	June 16 June 23	Wages, pension scheme– an hr. increase first year; second year; improved pe scheme
Canadian Reynolds Metals Ltd., Baie Comeau, Qué.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	960	4,800	4,800	June 23 –	Wages, isolation pay–
METAL FABRICATING						
Canadian Canners Ltd., Burlington, Ont.	Machinists Loc. 863 (AFL-CIO/CLC)	160	1,120	6,480	Apr. 13 June 12	Wages, hours, benefits– per hr. basic hourly wage crease

Strikes and Lockouts Involving 100 or More Workers, June, 1972 (Preliminary) (Cont.)

Industry Employer Location	Union	Duration in Man-Days Date Workers Involved	 June	Starting Major Issues Accumulated	 Termination Date	Result
McAvity-Crane Canada Ltd., Saint John, N.B.	Molders - Loc. 57 (AFL-CIO/CLC)	270	5,130	5,810	May 29 June 28	70¢ per hr. increase spread over 3 years
Disston Canada Limited, Acton, Ont.	CLC - directly chartered	104	1,250	1,460	May 29 June 19	Wages, fringe benefits—Starting labour rate raised to $2.88 an hr.; 24% wage increase over 3-year contract; improved dental coverage
Manitoba Bridge and Engineering Works, Winnipeg, Man.	Steelworkers Loc. 4087 (AFL-CIO/CLC)	275	6,050	6,050	June 1 —	Wages, hours, fringe benefits—
Industrial Fasteners Ltd., Rolling Mill Div., (IVACO) L'Orignal, Ont.	Steelworkers (AFL-CIO/CLC)	115	690	690	June 13 June 21	Wages, fringe benefits—Starting rate raised to $2.71; time and one half after 40 hours; improved fringe benefits
Dominion Bridge Co. Ltd., Winnipeg, Man.	Steelworkers Loc. 4095 (AFL-CIO/CLC)	283	1,420	1,420	June 26 —	Wages, fringe benefits—
MACHINERY						
C-E NATCO Limited, Calgary, Alta.	Boilermakers Loc. 392 (AFL-CIO/CLC)	125	1,000	1,000	June 21 —	Wages, length of contract—
TRANSPORTATION EQUIPMENT						
De Havilland Aircraft of Canada Ltd., Downsview, Ont.	Auto Workers Loc. 112 (CLC)	911	20,040	104,760	Jan. 20 —	Wages, other matters—
Gidon Industries Ltd., Rexdale, Ont.	Steelworkers Loc. 5482 (AFL-CIO/CLC)	232	5,100	15,770	Mar. 27 —	Not reported—
Truck Engineering Ltd., Woodstock, Ont.	Auto Workers Loc. 636 (CLC)	110	220	2,200	May 8 June 5	Wages, holidays, pension plan, vacations—25¢ an hr. increase retroactive to Mar. 1, 1972, 5¢ June 5, 1972, 15¢ in each of 2nd and 3rd years of agreement; improved pension plan and vacations
Lanark Manufacturing Company, Dunnville, Ont.	Auto Workers Loc. 1383 (CLC)	710	14,910	14,910	June 2 —	Breakdown in negotiations—
Aimco Industries Ltd. (Aimco Automotive Industries Div.) Missaussaga, Ont.	Steelworkers (AFL-CIO/CLC)	260	2,600	2,600	June 12 June 26	Not reported—Not reported
Saint John Shipbuilding & Dry Dock Co. Ltd., Saint John, N.B.	Marine Workers Loc. 3 (CLC)	800	4,000	4,000	June 19 June 25	Protesting lack of safety precautions—Return of workers when court injunction issued
Ford Motor Co. of Canada Ltd., Talbotville, Ont.	Steelworkers (AFL-CIO/CLC)	400	400	400	June 26 June 27	Protesting against the company's policy regarding July 1 holiday—Return of workers

Strikes and Lockouts Involving 100 or More Workers, June, 1972 (Preliminary) (Cont.)

Industry / Employer / Location	Union	Duration in Man-Days: Workers Involved	Duration in Man-Days: June	Date Starting Major Issues: Accumulated	Date Terminated	Result
ELECTRICAL PRODUCTS						
Westinghouse Canada Ltd.,	U.E. Loc. 504 (IND.)	3,004	48,060	85,610	May 12 June 23	Wages—Wage increase, c improved benefits
NON-METALLIC MINERAL PRODUCTS						
Domtar Construction Materials Ltd., Delson, Qué.	Chemical Workers Loc. 602 (CLC)	100	2,200	4,400	Apr. 29 —	Wages, management rights, c matters—
CEGELEC Industries Inc. La Prairie, Qué.	Metallurgists' Miners and Chemical Workers Federation (CNTU)	170	3,740	6,290	May 10 —	Delayed negotiations in a contract—
Canadian Pittsburg Industries Limited Owen Sound, Ont.	Glass and Ceramic Workers Loc. 248 (AFL-CIO/CLC)	325	490	490	June 12 June 14	Alleged unsafe working co tions, transfer of a worke another job—Return of wor when both issues resolved
Pilkington Brothers Canada Ltd., Scarborough, Ont.	Glass and Ceramic Workers Loc. 295 (AFL-CIO/CLC)	685	10,280	10,280	June 12 —	Seniority, sick pay—
CHEMICAL PRODUCTS						
Dupont of Canada Ltd., Maitland, Ont.	Chemical Workers Loc. 536 (CLC)	535	11,770	23,540	May 1 —	Wages—
Construction						
Construction Labour Relations Assoc., Province-Wide, B.C.	Various Building Trade Unions	23,000	317,500	823,500	Apr. 28 —	Wages—
The Saskatchewan Construction Association Labour Relations Council, Various locations, Saskatchewan	Bricklayers Loc. 1 (AFL-CIO/CLC)	450	9,900	11,030	May 29 —	Wages—
Glace Bay Heavy Water Plant, Glace Bay, N.S.	Structural Iron Workers Loc. 752 (AFL-CIO/CLC)	151	450	450	June 15 June 19	Sympathy with deceased w ers— Not reported
Saskatchewan Construction Association, Saskatoon, Sask.	Labourers Loc. 890 (AFL-CIO/CLC)	500	3,000	3,000	June 23 —	Wages—
Transportation and Utilities						
TRANSPORTATION						
*Maritime Employers Assoc., Montreal, Trois Rivieres & Québec City, Qué.	I.L.A. Locs. 375, 1846 & 1739 (AFL-CIO/CLC)	3,275	70,960	111,470	May 12 —	Interpretation of new con regarding size of gangs—

Strikes and Lockouts Involving 100 or More Workers, June 1972 (Preliminary) (Cont.)

Industry Employer Location	Union	Duration in Man-Days Date Workers Involved	 March	Starting Accumulated	Termination Date	Major Issues Result
*Canadian National Nfld. Steamships Service, North Sydney, N.S. & Port aux Basques, Nfld.	Railway Transport and General Workers (CLC)	200	200	200	June 16 June 17	Protesting delays in contract negotiations—Return of workers
*Air Canada, CP Air & others, Canada-wide	Air Line Pilots (Ind.)	2,000	2,000	2,000	June 19 June 20	As part of a 24-hr. worldwide pilots' protest against hyjackings and in demand for tougher international laws—Return of pilots at termination of the 24-hr. period.
COMMUNICATION						
*Canadian Broadcasting Corporation (Rotating) Various locations, Canada-wide	Broadcast Employees (NABET) various locs. (AFL-CIO/CLC)	2,110	4,500	43,990	Jan. 21 June 23	Wages, fringe benefits, job security, other improvements—Wage increases, other improvements
POWER, GAS AND WATER						
Hydro-Québec, Province-wide, Qué.	Public Employees Loc. 1500 (CLC)	8,500	17,000	17,000	June 21 June 23	Breakdown of contract negotiations—Return of workers
Ontario Hydro, (Rotating) Province-wide, Ont.	Public Employees Loc. 1000 (CLC)	8,000	19,000	19,000	June 25 —	Wages, job security, working conditions—
Trade						
Four propane companies, Various locations, British Columbia	Teamsters Loc. 351 (Ind.)	159	2,230	2,920	May 24 June 21	Wages, fringe benefits—Wage increases in a 3-yr. contract
Auger & Auger & All., Québec, Qué.	Building and Woodworkers' Federation (CNTU)	375	7,500	7,500	June 6 —	Not reported—
Finance						
INSURANCE AND REAL ESTATE						
Les Prevoyants du Canada Montreal, Qué.	Commerce Employees (CNTU)	224	1,340	1,340	June 5 June 12	Wages—Not reported
Service						
HEALTH AND WELFARE						
St. Elizabeth Hospital, North Sydney, N.S.	Registered Nurses Staff Association	105	210	210	June 15 June 19	Changes in wage classification schedule—Return of nurses when agreement reached

Strikes and Lockouts Involving 100 or More Workers, June, 1972 (Preliminary) (Concluded)

Industry / Employer / Location	Union	Duration in Man-Days: Workers Involved	Duration in Man-Days: June	Starting Date: Major Issues Accumulated	Starting Date: Termination Date	Result
St. Rita Hospital, Sydney, N.S.	Registered Nurses Staff Association	183	2,200	2,200	June 15 –	Changes in wage classifica schedule–
St. Joseph's Hospital, Toronto, Ont.	Public Employees Loc. 1144 (CLC)	646	650	650	June 29 June 29	Wages–Return of workers
SERVICES TO BUSINESS						
Brink's Canada, Toronto, Ont.	Teamsters Loc. 419 (Ind.)	120	1,920	1,920	June 9 –	Not reported–
Public Administration						
LOCAL ADMINISTRATION						
Five Greater, Vancouver Municipalities, Vancouver, Burnaby, New Westminster, Delta, and Richmond, B.C.	Public Employees, various locals (CLC) Municipal & Regional Employees Union	3,980	47,760	131,190	Apr. 27 June 19	Wages, fringe benefits– wage increase over a period; improved work per wk.
Ville de Montreal-City of Montreal, Montreal, Qué.	Public Employees Loc. 301 (CLC)	8,000	72,000	176,000	May 12 June 13	Job security–25¢ per hr. crease first year, 24¢ se year; other improvements
Metro Toronto, Metro Toronto, Ont.	Public Employees Loc. 43 (CLC)	750	750	750	June 5 June 6	Dispute over suspension of worker–Return of workers, managements terms accepted

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